



## Cash limits will govern benefits

By David Hencke, Social Services Correspondent

The Government is intending to introduce cash limits for social security benefits for the first time since the welfare state was created in 1948.

The Department of Health confirmed yesterday that the money to be allocated for a new social fund to make discretionary payments and loans to claimants for funeral, maternity, furniture and clothing expenses would be limited by the Treasury on an annual basis, starting from April 1987.

The proposal, which was not made clear in Monday's green paper on the future of the welfare state, means that claimants cannot be assured that money will be available at a social security office when they are in need. The change does not, however, affect any of the weekly benefits from pensions to supplementary benefit, to which claimants are entitled.

The new social fund is to be funded by experts who will offer advice and counselling to claimants in financial difficulties and help them to plan survival budgets.

It will be responsible for giving discretionary grants or loans to claimants who are at present entitled to claim single payment benefits under the present social security regulations. These payments, which now cost taxpayers £170 million a year, are to be abolished.

The new social fund is to be given an annual budget every year to be divided among country's 800 social security offices. Each manager will be responsible for the funds and their distribution to claimants.

In the Commons yesterday Mr Neil Kinnock, the Labour leader, asked Mr Thatcher if she would "guarantee" a "significant" increase in the financial effect of Mr Fowler's social security reviews. The Prime Minister said the Government was preparing to make "particular" figures to particular benefits for very good reasons — because we believe in sound finance.

Report, back page; Special needs underestimated, page 2; City looks for recovery, back page; Financial Notebooks, page 18; Parliament, page 4.

The funds are not expected to be topped up if they run out during the 12 month period. A Department of Health spokesman said yesterday that the scheme had only been worked out in principle. But he added that the majority of payments would be given as loans, which claimants would have to pay back from their benefit over a set period. No decision had been made yet on whether interest charges would be made on claimants who wanted to borrow money.

Most of the maternity expenses would be paid out as grants and funeral expenses would be repayable as a first charge on the deceased's estate.

The remaining expenses would all be loans repayable by the claimant from benefit. The repayments would be deducted before benefits were paid out. Loans are expected to cover purchase of cookers, beds, bed linen, tables, chairs, refrigerators and washing machines. They would also be made for essential house repairs, such as for leaking roofs and broken windows, and for removal expenses. Loans are also to be made available for clothing and for water bills.

Foreigners who agree to voluntary deportation after making benefit claims may be asked to repay expenses after they have left the country.

The Department of Health was unable to say yesterday whether loan repayments obtained by offices could be used to generate new business, so that they could continue to lend to claimants if they reached their cash limit.

The department added that it already ran a direct payments scheme whereby claimants are lent money to pay gas and electricity bills. Some 275,000 claimants had deductions from their benefits to repay fuel debts in 1983. These loans are also expected to be administered by the social fund and to be subject to the new cash limits.

## INSIDE

Arts, reviews ..... 15  
Business & finance ..... 18-20  
Crosswords ..... 31, 32  
Guardian Women ..... 14  
Home News ..... 2-4  
Letters ..... 16  
Overseas News ..... 5, 6  
Politics ..... 7-13  
Society Tomorrow ..... 27-29  
Sports News ..... 30  
TV & RADIO ..... 30  
ENTERTAINMENTS ..... 30  
PERSONAL ..... 31

## Senators call for Defence Secretary's resignation

# Pentagon row threatens Weinberger

From Alex Brummer in Washington

The US Defence Secretary, Mr Casper Weinberger, is in danger of being politically crushed by a series of budget scandals at the Pentagon which have seriously eroded his credibility.

His troubles deepened yesterday with the disclosure of a report by the Pentagon Inspector-General which explained how the Defence Department had managed to waste \$1.6 billion through inefficiency.

The criticism of Mr Weinberger over the Pentagon money scandals has undermined his authority as a number of issues, from the overall size of the defence budget to the strategic arms talks.

Mr Weinberger's greatest strength in Washington has been his close relationship with President Reagan. As a former staff member of Mr Reagan's, he has been a key figure in the President's inner circle.

Leader comment, page 18; Owen warning, page 5

days as Governor of California he has always managed to catch the ear of the President, with the result that until this year the Pentagon budget has been sacrosanct and many diplomatic initiatives have been given a harder edge.

His careless handling of the budget scandals has given his enemies a strong weapon. Democratic Senators are calling for his resignation; frustration is building within the armed services; and the new White House Chief of Staff, Mr Donald Regan, has said he would keep him away from the President.

"Disaffection in the services over Mr Weinberger's behaviour was evident in a leading article published in the



Casper Weinberger — authority undermined

latest issue of the Navy Times which was sharply critical of his decision to sack three naval officers over the purchase of ashtrays for naval planes which cost more than \$500 each. This follows a similar outcry over the \$800 lavatory seats and a \$9,000 coffee pot.

The paper described Mr Weinberger's action against the three officers as a "political ploy by a Defence Secretary whose credibility in Washington continues to slide downhill." It said his handling of the scandals had battered the Defence Department and undermined public confidence in him.

Mr Weinberger's discomfiture will in effect strengthen the hand of the moderates in the Administration, the Secretary of State, Mr George Shultz, and the National Security Adviser, Mr Robert McFarlane. Mr Shultz and Mr McFarlane are currently fighting an internal battle with Mr Weinberger and his main ally, the CIA director, Mr William Casey, over whether the US should keep within the terms of the Strategic Arms Limitation Treaty.

The Defence Secretary is

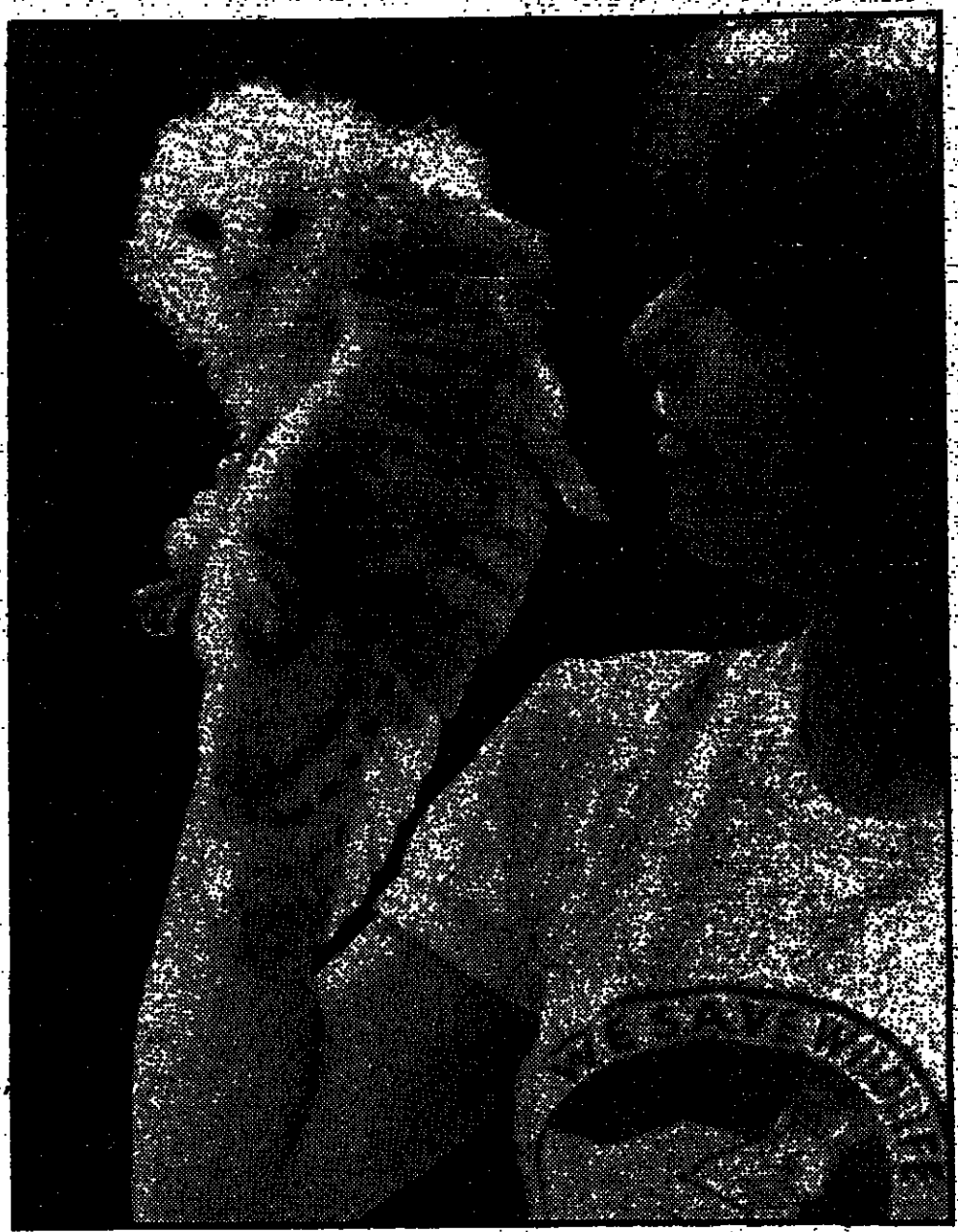
among those advocating that the treaty has outlived its usefulness, although there are clear indications from the joint chiefs of staff that the 1979 agreement should be adhered to because the Russians might otherwise seek to overwhelm the West with offensive weapons. Mr Weinberger has also been at the forefront of the effort to go full speed ahead with the Star Wars programme.

However, the fall-out over the Pentagon budget scandals may cost him seriously on Capitol Hill. Given the current unpopularity of the Pentagon, it may be hard for the White House to keep its latest budget concessions in the Senate which would result in an inflation-plus freeze on military spending. It may be forced further towards a democratic budget, passed in the House, which calls for holding defence spending where it is without any upward adjustment at all — effectively a real cut in spending.

Mr Weinberger's stature is unlikely to be improved by the Inspector-General's report. Among the waste it uncovered was the expenditure by the army of \$283,000 on new boilers and a car park for a building about to be demolished; and some \$500,000 was spent by the air force on a storage area for the Titan missile soon to be closed. The navy paid \$2 million for repairs on defective weapons parts which were the responsibility of the contractors.

Two respected Senators, David Pryor and Lawton Chiles, said this week that if they were advising Mr Reagan they would ask for Mr Weinberger's resignation and give a new man a chance to rebuild the department's credibility. Other politicians, however, have said that Mr Weinberger has shown no signs of giving up.

Turn to back page, col. 7



OWL SERVICE: Susan Stocker of the Wildlife Hospital Trust with one of five barn owls bred in London and ringed yesterday at the GLC farm in Harefield, north-west London, before being released in an attempt to reintroduce them to the capital. Picture by Martin Argles

## Oil prices concern damages pound and interest rate hopes

By Peter Rodgers and John Hooper

Oil prices have been a major factor in the pound's decline, overshadowing a reasonably good set of money supply figures and a cut in City expectations of a rise in base lending rates.

The pound dropped more than 1.5 cents against the dollar to \$1.780 and fell against European currencies because of Opec's decision on Monday to bring forward its next oil price meeting. This was interpreted as a sign of new concerns about prices and overproduction.

Yesterday's fall in the pound was far removed from the dramatic movements seen during last year's oil price crisis, but could be enough to reinforce the Government's cautious approach towards bank base lending rates. Most City pundits expect no more in the immediate future than a realignment of rates downwards among the banks, which now charge two different rates.

The Bank of England also

gave a strong signal to the money markets not to expect a big fall in base rates, while building society chiefs meeting in Bath today are expected to toughen their line on mortgage and deposit rate reductions.

Until now the societies have been saying that they will not reduce rates until there is at least another half point fall in base lending rates to 12 per cent. But the new approach is

Financial Notebooks, page 18

to say that there will be no reductions until the big banks — which recently have been very successful in attracting savings — turn down the heat of competition.

The main measure of money supply, sterling M3, rose by 1 per cent in May, far less than the explosive growth in April, though the rate of growth remains outside the Government's target range.

The Chancellor, Mr Nigel

Lawson has been emphasising the narrower measure of the money supply, M1, which fell by 0.5 per cent in May. The Chancellor is expected to announce a reduction in base rates to 12 per cent before the end of the month, given the oil uncertainties.

The Government's main concern is to avoid giving the markets the impression that it is anxious for a fall in base rates, a view which at the turn of the year started a run on the pound. Although sterling is giving all the signs of strength — on Monday it briefly passed \$1.30 for the first time since September — much of this is due to the very high level of British interest rates relative to competitors such as West Germany and not to any basic change in Britain's circumstances.

American interest rates also edged down again on New York money markets yesterday. The Chancellor, Mr Nigel

Turn to back page, col. 6

## Shultz lobbies to save Salt

By Hella Pick

The Secretary of State, Mr George Shultz, is establishing a European tour to lobby against the Pentagon fight against President Reagan from abrogating the 1978 Salt II treaty. The tour will include visits to the upland fight against the Pentagon to dissuade President Reagan from abrogating the 1978 Salt II treaty. The tour will include visits to the upland fight against the Pentagon to dissuade President Reagan from abrogating the 1978 Salt II treaty.

President Reagan has apparently agreed to delay his decision until next week, when Mr Shultz will have had an opportunity of discussing the issue with the other Nato foreign

ministers at the biannual ministerial Council of the Alliance, which is being held in Estoril, Portugal tomorrow and Friday.

Later on Friday Mr Shultz will meet in London with the US team of arms negotiations in Geneva, as well as with the 35 US ambassadors stationed in Europe, he will solicit the views on the likely impact of a possible abrogation of Salt II on the Geneva negotiations, as well as on the broader aspects of US-Soviet relations and the unity of Nato.

West European governments unanimously support the view

that both superpowers must continue to comply with existing arms control agreements. They have already, discreetly conveyed their concern over the fact that President Reagan is being encouraged by the Secretary for Defence, Mr Casper Weinberger, and his deputy, Mr Richard Perle, to abrogate the treaty on the grounds that the Soviet Union has already violated it.

However, the Europeans hesitated to enter too openly into an internal Administration debate until clear signals were received from the Secretary of State that he wanted to en-

Turn to back page, col. 7

## NEWS IN BRIEF

### Liverpool mission

LIVERPOOL city council is to send a delegation to Turin, the home of Juventus football club, to try to repair Anglo-Italian relations after the Brussels disaster. Page 2; Victims riddle, page 5; Clubs plan action, page 25.

### Stansted decision

MR Nicholas Ridley, the Transport Secretary, is expected to announce today the choice of Stansted, Essex, as London's third international airport. Back page.

### Sinn Fein coup

A SINN FEIN member was elected chairman of Fermanagh district council yesterday. Back page; Kindergarten councils, page 3.

### Police accused

WILTSHIRE police are facing a spat of summonses and official complaints after the eviction of the Stonehenge "peace convoy". Page 2; Irresistible force faces summer setback, page 17.

### Sanctions vote

THE Republican-controlled US Senate Foreign Relations Committee yesterday voted for limited but immediate sanctions against South Africa. Page 5.

### Piggott's target

LESTER PIGGOTT, riding Theatrical, tries for a record 10th success in the Epsom Derby today. Page 29.

### Alternative oasis

AFTER 10 years the only community in the world living off solar, water and wind energy is still going strong. Page 17.

### Telecom snub

A 6.75 PER CENT pay offer for 100,000 British Telecom workers was rejected yesterday. Page 4.

### Legal crisis

RACIAL discrimination by solicitors has created a new crisis for the legal profession to tackle. Society Tomorrow, page 7.

### BBC changes

SUGGESTIONS that Mr Alasdair Milne might be replaced as director-general of the BBC were being discounted yesterday. Page 3.

### The weather

THUNDERY showers. Details, back page.

## Shamir rejects PLO talks

By Patrick Kestley, Diplomatic Correspondent

Talks at Downing Street between Mrs Thatcher and the Israeli foreign minister, Mr Yitzhak Shamir, ended yesterday in flat disagreement, with Mr Shamir refusing to consider any formula for Middle East negotiations that would involve the presence of Palestinians at the conference table.

Officials at Downing Street described yesterday's 40-minute encounter as "a brisk and lively exchange of views". At the Israeli Embassy officials

US move to block Jordan arms sales, page 6

were at pains to declare that there was no confrontation, just a free, frank and friendly atmosphere in which honest differences do not constitute an argument.

Mrs Thatcher is due to see King Hussein of Jordan in London on Friday, to discuss the latest refinement of his plan, which calls for the PLO to accept, as an implicit precondition for negotiations, the UN resolutions providing for Israel's right to exist within secure borders. On that basis, the King will tell Mrs Thatcher there should be a meeting at a conference convened by Jordan, of Israelis and Palestinians.

But at yesterday's talks at Downing Street Mr Shamir, who is known to take a harder line than his prime minister, Mr Peres, told Mrs Thatcher that Israel will not talk to the PLO, or to Palestinians in any other guise such as the National Council, because they are seen in Jerusalem as

Turn to back page, col. 4

## Hesitant Tories delay poll date decision

By Dennis Johnson

The Conservatives are showing signs of a last-minute nerves over deciding the date of the Brown and Radnor byelection, in the middle of what looks like a classic mid-term trough in government popularity.

The byelection, caused by the death of the Conservative MP Mr Tom Hoosen, was widely expected to be on June 27, depriving the Liberal Alliance and Labour organisations of a chance to build up their campaigns steadily and get their candidate round the huge, mid-Wales constituency.

Campaign managers of all three main parties have been setting up their headquarters in Brecon over the past week. But it appeared last night that

Parliamentary sketch, page 2

it will give the necessary three weeks' notice may not be moved by the Conservatives until next week at the earliest, postponing the date until July 4 or later.

One of the problems for the Conservatives is that their candidate, Mr Christopher Butler, aged 34, now has to beat off potentially damaging suggestions that he was foisted on the local association after pressure from senior figures in the party.

Mr Butler worked for three years in the political office at Downing Street before becoming political adviser to the Secretary of State for Wales, Mr Nicholas Edwards, 18 months ago.

The suggestions of pressure were reported in a local newspaper as a possible explanation of why the Conservatives had been "unexpectedly" quick and secretive in the candidate selection process last month.

Mr Butler has taken the issue up with the paper, and explained that the "early" decision in his favour was purely because members voted him so far ahead of other applicants at what was meant to be a short-listing meeting that serious challenges were out of the question.

The idea that a local association was going to be pressured by Central Office or the Secretary of State is "totally incredible" to anyone who knows how independent-minded these bodies can be, he said.

It is recognised, however, that as a "government man" living in Cardiff, he may have to do a great deal of ground work to get himself accepted in a rural constituency which sets much store by personal relationships and loyalties.

A national opinion survey by MORI published in the London Standard yesterday put the Conservatives in second place with 33 per cent, 2 per cent

Turn to back page, col. 3

### SAVING FOR THAT SPECIAL DAY?

MAKE IT THE MANCHESTER!

PLATINUM DOUBLE OPTION SHARES

The choices are yours!  
"CHOOSE BETWEEN"  
28 DAYS  
10.30%  
90 DAYS  
10.75%  
GROSS EQUIVALENT TO BASIC RATE TAXPAYER  
14.71% / 15.36%

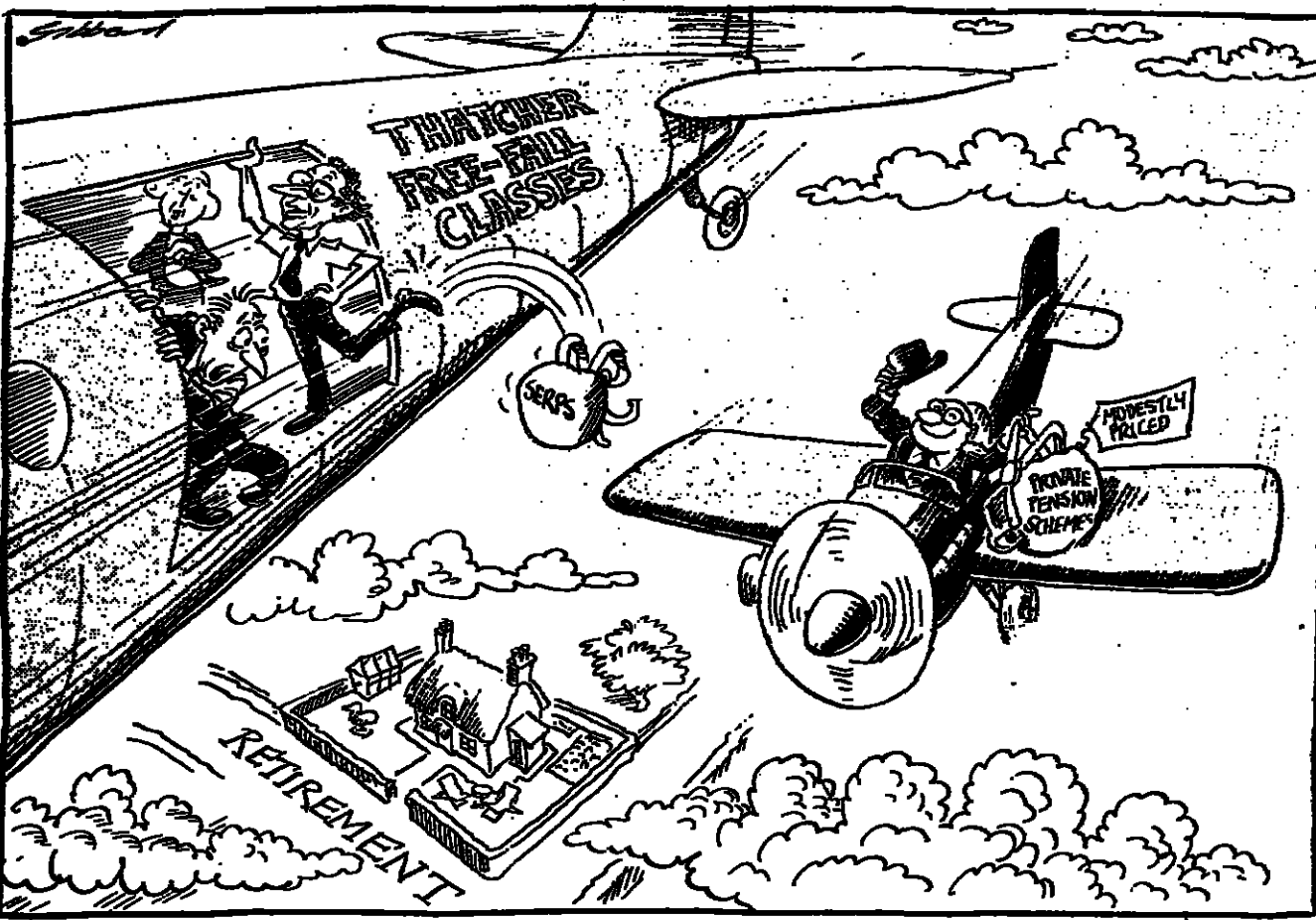
Write for details: Dept. G, MANCHESTER BUILDING SOCIETY, 18-20 Bridge Street, Manchester M3 3BU Tel: (061) 834 9465

MANCHESTER BUILDING SOCIETY



Government's own figures show how the poor will be hit

## Special needs understated



By the way, we've just moved out of the parachute business

By David Hencke, Social Services Correspondent

EXTRA help promised for millions of families with children, the disabled, and pensioners in the Government's social security review is likely to be more than cancelled out by cuts in housing benefit and the abolition of all special weekly allowances and single payments.

An analysis using Department of Health and Social Security statistics not available in the Green Paper on the review published on Monday shows that the special allowances are more widely claimed than the review acknowledges.

Figures prepared by the Disabling Income Group show that some claimants rely for as much as 30 per cent of their weekly benefit on extra allowances.

The net loss to claimants comes about because the Government has decided to redistribute the £6.4 billion a year spent on supplementary benefits among the 4.6 million claimants without changing the total spent.

In addition, the Government is seeking cuts of £500 million out of £4.2 billion at present spent in housing benefits.

This cut includes a decision that all 3.5 million housing benefit claimants who are unemployed should pay 20 per cent of rates. As a result even the poorest face some cut in benefit.

While the green paper contains none of the figures used in its preparation it is known that the Government intends to pay a premium above the present weekly supplementary benefit rate of £45.55 for an unemployed couple and £37.10 for long-term claimants.

This premium will be available to pensioners, the unemployed over the age of 25 with families, and the disabled.

But at the same time it is proposed to end weekly additions to benefit for heating costs to the blind, for heavy laundry costs, and for special diet. Abolition of these payments would save £200 million. Single payments for furniture, bedding, clothing, and

removal expenses would also go, saving another £170 million.

The scope for redistribution will be limited since some of the savings from the abolition of single payments will be earmarked for the proposed new Social Fund which will give discretionary grants and loans to those found to be in need.

According to official social security statistics 1.5 million people claimed single payments averaging £54 in 1981. Since then the DHSS says payments have increased rapidly.

Weekly additional allowances went to 3,500,000 people in 1982, by far the largest element being the heating allowances. This was claimed by at least 2.4 million people.

At present these additions vary from £2.10 a week—claimed by 617,000—to £8.40 a week for 1,000 council estate tenants.

The green paper says that the new premiums should cover the cost of heating additions without saying at which level.

DHSS figures show that 90 per cent of supplementary pensioners are already claiming additional allowances—so new premium is only likely to enhance benefits for 10 per cent of supplementary claimants.

An additional 25p a week allowance also goes at present to 425,000 pensioners over the age of 80. It is proposed to abolish this and replace it with an extra premium.

Another 400,000 people receive extra money a week for special dietary needs and nearly 100,000 receive an allowance towards heavy laundry costs.

The Disabling Income Group has cases where between 20 and 30 per cent of benefits—amounting to between £15 and £20 a week—comes in additional allowances.

Mrs Pauline Thompson, the group's secretary, estimates that the proposed premium will need to be at least £18 a week above the present £27.10 a week supplementary benefit level for a couple if they are not to suffer a loss of income.

## Benefits changes 'offend European code'

By Malcolm Dean

The proposals in the Government's green paper on social security to replace the right to specific benefits with discretionary awards is bound to lead to another application to the European Commission on Human Rights.

In a judgment last week the European Court made it clear that it believed that all administrative and statutory rules should be "justiciable". By this it meant that regulations should be sufficiently precise to allow people to foresee the consequences and that there should be some independent body to which they could appeal.

In this week's green paper the Government has decided to replace 30 statutory regulations which guaranteed a right

to particular benefits with discretionary payments from a social fund.

There will be no appeal from the decisions of the local managers administering this fund. Ironically, it was the Conservatives who decided to get rid of the old discretionary system.

The present social security system introduced the regulations in its 1980 social security reforms.

The Government explained to the social security committee in 1980 that it wanted to replace the discretionary system with the clear legal structure in which there would be "objectively established legal rights in published regulations".

Mr Patrick Jenkin, then Social Services Secretary, explained the reason for the change: "The present discretionary scheme has become unmanageable—for claimants who do not understand it; for the staff of my department, who cannot operate it; for the public, who suspect it of abuse."

There were 1.5 million single payments in 1982, amounting to about £20 million.

The present social security appeal system would conform with the European Court's judgment of last week. Individuals who are refused can appeal first to the social security appeal tribunal; then to the social security commissioners; and finally to the Court of Appeal.

Under the proposed system the only appeals will be to the High Court and an application to a judge for a judicial review of the local managers' decision. These would not be regarded as adequate by the European Court.

Mr Roger Smith, solicitor for the Child Poverty Action Group, said last night that the proposed social fund "is even worse than the pre-1980 position because the grants are going to be cash limits."

He added: "It will be impossible for claimants to know why they have been turned down. It could be because there is no money left. It could be because they didn't qualify. Or it could be for a host of discretionary and arbitrary reasons—they approached the officers wrongly; they were wearing the wrong dress; their hair was too long. People have a right to know why their applications have been rejected."

Mr Roger Smith, solicitor for the Child Poverty Action Group, said last night that the proposed social fund "is even worse than the pre-1980 position because the grants are going to be cash limits."

He added: "It will be impossible for claimants to know why they have been turned down. It could be because there is no money left. It could be because they didn't qualify. Or it could be for a host of discretionary and arbitrary reasons—they approached the officers wrongly; they were wearing the wrong dress; their hair was too long. People have a right to know why their applications have been rejected."

Mr Roger Smith, solicitor for the Child Poverty Action Group, said last night that the proposed social fund "is even worse than the pre-1980 position because the grants are going to be cash limits."

He added: "It will be impossible for claimants to know why they have been turned down. It could be because there is no money left. It could be because they didn't qualify. Or it could be for a host of discretionary and arbitrary reasons—they approached the officers wrongly; they were wearing the wrong dress; their hair was too long. People have a right to know why their applications have been rejected."

Mr Roger Smith, solicitor for the Child Poverty Action Group, said last night that the proposed social fund "is even worse than the pre-1980 position because the grants are going to be cash limits."

He added: "It will be impossible for claimants to know why they have been turned down. It could be because there is no money left. It could be because they didn't qualify. Or it could be for a host of discretionary and arbitrary reasons—they approached the officers wrongly; they were wearing the wrong dress; their hair was too long. People have a right to know why their applications have been rejected."

Mr Roger Smith, solicitor for the Child Poverty Action Group, said last night that the proposed social fund "is even worse than the pre-1980 position because the grants are going to be cash limits."

He added: "It will be impossible for claimants to know why they have been turned down. It could be because there is no money left. It could be because they didn't qualify. Or it could be for a host of discretionary and arbitrary reasons—they approached the officers wrongly; they were wearing the wrong dress; their hair was too long. People have a right to know why their applications have been rejected."

Mr Roger Smith, solicitor for the Child Poverty Action Group, said last night that the proposed social fund "is even worse than the pre-1980 position because the grants are going to be cash limits."

He added: "It will be impossible for claimants to know why they have been turned down. It could be because there is no money left. It could be because they didn't qualify. Or it could be for a host of discretionary and arbitrary reasons—they approached the officers wrongly; they were wearing the wrong dress; their hair was too long. People have a right to know why their applications have been rejected."

Mr Roger Smith, solicitor for the Child Poverty Action Group, said last night that the proposed social fund "is even worse than the pre-1980 position because the grants are going to be cash limits."

He added: "It will be impossible for claimants to know why they have been turned down. It could be because there is no money left. It could be because they didn't qualify. Or it could be for a host of discretionary and arbitrary reasons—they approached the officers wrongly; they were wearing the wrong dress; their hair was too long. People have a right to know why their applications have been rejected."

Mr Roger Smith, solicitor for the Child Poverty Action Group, said last night that the proposed social fund "is even worse than the pre-1980 position because the grants are going to be cash limits."

He added: "It will be impossible for claimants to know why they have been turned down. It could be because there is no money left. It could be because they didn't qualify. Or it could be for a host of discretionary and arbitrary reasons—they approached the officers wrongly; they were wearing the wrong dress; their hair was too long. People have a right to know why their applications have been rejected."

Mr Roger Smith, solicitor for the Child Poverty Action Group, said last night that the proposed social fund "is even worse than the pre-1980 position because the grants are going to be cash limits."

He added: "It will be impossible for claimants to know why they have been turned down. It could be because there is no money left. It could be because they didn't qualify. Or it could be for a host of discretionary and arbitrary reasons—they approached the officers wrongly; they were wearing the wrong dress; their hair was too long. People have a right to know why their applications have been rejected."

## Protests mount against convoy police

By Martin Wainwright

Wiltshire Police are facing a spate of summonses and official complaints about their treatment of the Stonehenge "peace convoy" which has taken refuge in Saverne Forest, near Marlborough, under the protection of the Earl of Cardigan.

The Earl, a prominent local Conservative, may be asked to act as a witness by convoy members whose travelling homes were wrecked when police stopped the hundred-odd vehicles on Saturday at a road block near Cholderton, seven miles from Stonehenge.

He has refused to invite police on the forest camp site after being shocked by scenes at the dispersal of the convoy. He followed the buses and vans, his motor-cycle and was within yards of some of the worst violence.

As he chatted with convoy members at Saverne Forest yesterday the Earl said: "These boys were absolutely cracked. They were taking women and children into something like that, but women and children were there and some of what happened was real horror."

The Earl, who is 32 and married with a six-month-old baby, said that he was not at all a general police brutality but just saying that the police were human, like everybody else. They had been provoked by abuse, cat-calling and stones and the convoy had refused to accept reasonable police terms for leaving the area peacefully.

The Earl has asked the travellers, numbering between 150 and 200, to move after they have repaired damage and recovered from the police action.

The Earl said: "I have been telling them on the hour and every hour that the end is nigh."

If the convoy fails to leave the Forest Commission, which leases the land from the Earl's father, is likely to seek an injunction, allowing eviction.

The Earl said: "I shall never forget the screams of one woman who was holding up her little baby in a bus with smashed windows. She screamed and screamed at them to stop, but five seconds later 50 men with thumbnails and shields just boiled into the bus, and was, mayhem, no other word for it."

The woman in question, called Rosie, from Wick near Bristol, was clearing up her bus yesterday and preparing to take out a summons against police.

She said police yanked her from the bus and only let go when she screamed that her child was going to fall from her arms.

The legality of the Stonehenge police operation may be tested by the National Council for Civil Liberties, whose solicitor, Ms Marie Staunton, was at Saverne Forest yesterday, taking statements.

Wiltshire police said that events at Cholderton were sub judice after 500 arrests and charges, but a spokesman outlined the basis for the policing.

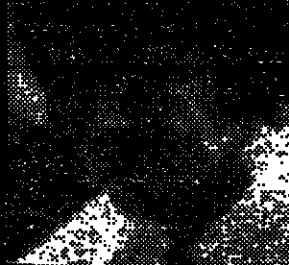
English Heritage, the National Trust and local farmers had been given High Court injunctions forbidding 83 individuals from holding the proposed 15th annual pop festival at Stonehenge, he said.

Landowners had hired security guards to seal their property with barbed wire and took the view that any would-be festival goer was covered by a "no trespassing" sign.

The legality of that view was a civil matter, but the police had a duty to prevent a possible breach of the peace, if any attempt was made to hold the festival, the spokesman said.

The police have strongly denied undue force was used at Cholderton.

Irresistible force, page 17



Earl of Cardigan—shocked by convoy scenes

## Liverpool plans trip to make peace with Turin

By David Hearst

Liverpool City Council is to send a delegation to Turin, home of Juventus football club, in two weeks in an attempt to repair Anglo-Italian relations in the wake of the Brussels disaster.

Councillors have invited Liverpool and Everton players to join them as well as the city's two bishops, the Right Reverend David Sheppard, Bishop of Liverpool, and Mgr Derek Worlock, Archbishop of Liverpool. Spokesmen for the bishops said they were willing to consider the request.

The visit to Turin had been postponed until after the funeral of all 31 Italian officials who died in Brussels. Juventus officials have also been invited to Liverpool, and funds collected from a remembrance ceremony at Liverpool Cathedral next Saturday will go to a fund set up by Merseyside County Council to help the victims of the disaster.

Mr Derek Hutton, deputy leader of the council, said: "The entire city now has a responsibility to repair the damage done last Wednesday. We need to say sorry, and I hope our delegation to Turin will be all-party."

Merseyside police, who have set up a unit to collate information on the alleged ringleaders of the violence, said yesterday that they could only act against suspects upon the issue of a warrant from the Belgian police for a specific individual.

A spokesman said: "We are in a difficult position. We cannot follow it up until we hear from Brussels police. He said they could only act upon the issue of a warrant for a named individual. Under domestic law they could not arrest anybody for alleged offences committed in another country."

Belgian police have not yet asked Merseyside to supply them with evidence needed to start extradition proceedings.

Five Liverpool supporters were remanded in custody for one month in Brussels yesterday on charges arising from the disaster. They bring the total of Liverpool fans in time waiting trial to seven.

They face charges ranging from possession of drugs and theft with violence to criminal damage and resisting arrest.

Two other English supporters were still in prison in Brussels after being ordered to stand trial by a magistrate. The court decided not to proceed on charges of pickpocketing.

David Hutton: 'We need to say sorry'

Training needs identified in school appraisal study

By John Fairhall, Education Editor

Schools running teacher appraisal schemes are being urged by Sir Keith Joseph, the Education Secretary, to make more mention of incompetent staff, according to a report by Her Majesty's Inspectors.

Sir Keith sees the checks as a means of weeding out unsatisfactory staff and wants appraisal to form part of the teachers' pay deal. The schemes have been set up in at least five local education authorities.

The inspectors said: "The major outcome of appraisal is the identification of in-service training needs." In some cases the teacher's role or programme had been modified and appraisal was also used to provide evidence of likely candidates for promotion.

Two heads who were interviewed suggested that they already knew who their weak teachers were. In some schools there was an assumption that all teachers could be helped to admit and come to terms with their problems.

Staff in one school said that self-appraisal had made them

but a technical complication over passports kept the pair in London overnight.

The British consul, who visited all the Liverpool supporters in prison before their court appearances, has expressed satisfaction with their treatment and conditions. Full court hearings are not expected for at least two months.

But in London yesterday all big tour operators denied that they had had cancellations.

Thomas Cook said it had had "two or three" inquiries from concerned customers about taking holidays in Italy, and one cancellation yesterday through illness. Thomson Holidays reported "business as usual," as did Comores, Magie of Italy, and the Association of British Travel Agents.

The Italian State Tourist Office said it could find no evidence for the claim that Britons were being frightened away from taking the holidays. They had booked, though it did say that there had been a number of small incidents.

Mr Italo Sommariva, deputy director of the Italian State Tourist Office in London, said yesterday that their representatives in Italy had reported no hostility to English holiday-makers. He said the meetings in Rimini were designed to show that football hooligans were only a small minority.

Even the little trains which pursue their beautiful, scenic, wild, and beautiful course from Shrewsbury through mid-Wales will put

Parliament, page 4

ate with a new excitement as eminent supporting speakers align for meetings at Llanwrtyd and Llandudno Wells.

Indeed, had they been able to tune in on television yesterday, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political



David McKie

## Fervour for Wales flavour of month

OPPOSITION MPs spent several hours yesterday complaining that rural Wales has been neglected. But that is clearly not going to last much longer.

No date has yet been fixed for the Brecon and Radnor by-election: most MPs expect it within six weeks, though some suspect the Government, contemplating the autumn, may wait till the autumn.

But before very long people who for years have been fretting about Westminster's neglect will be longing for Westminster to leave them alone.

Urgent drivers of fast, self-important cars will imperil the lives of visiting dignitaries as they strive to overtake on the switchback roads that burrow through the hills.

The dreamy peace of Rhader and Builth, Knighton, Llanganor, Wells, will ring to the bilingual blare of political loudspeakers.

Even the little trains which pursue their beautiful, scenic, wild, and beautiful course from Shrewsbury through mid-Wales will put

Parliament, page 4

ate with a new excitement as eminent supporting speakers align for meetings at Llanwrtyd and Llandudno Wells.

Indeed, had they been able to tune in on television yesterday, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

For although the motion was carried last night for yesterday's debate, the people of Brecon and Radnor would have found themselves already in the middle of a political

## Plutonium 'would be flown out'

By Jean Stead

Plutonium oxide would be flown direct to France from Dounreay in the north of Scotland under proposals to build a nuclear reprocessing plant at the research establishment. But a spokesman said yesterday that material from which the plutonium would be extracted would be first brought by sea from the European fast-breeder reactors to one of the Scottish east coast ports, and taken to Dounreay by rail.

The spokesman said that plutonium would go by ordinary transport plane and safety regulations existed for transport by air of plutonium, uranium and all toxic substances. An airfield already exists within the Dounreay complex.

A campaign against the plan for the reprocessing plant has already been launched by environmentalists. The Scottish Secretary, Mr George Younger, said earlier this



dered an inquiry to find out what the heirlooms were and where they were kept.



## Union rejects 6.75 pc pay offer for BT workers

The present general secretary, Mr Bryan Stanley, is expected to retire next year.

Mr Holt, a Militant Tendency member, said a number of the union's national executive, said yesterday: "I and the broad left are opposed to any attempt to stop Golding standing."

Mr Holt said he favoured a branch ballot voting system as opposed to the present individual ballot. He said, however, claims he can win using either system. In the election yesterday for the union's candidate for the national executive, Mr Golding defeated Mr Holt by 23,000 votes, but fell back a little from last year's 25,000.

In any general secretarship election, the 40,000 clerical members will be allowed to vote and they may hold the balance of the vote, said Mr Norman, the union's general treasurer, is also expected to stand.

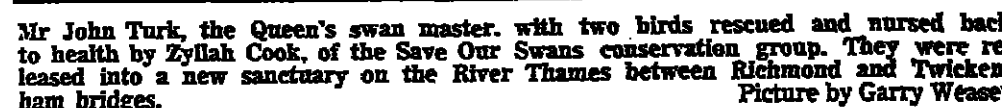
A GRANT of £1 million has been given for restoration of Painshill Park, Cobham, Surrey, which was created in the 18th century and was one of the finest landscape gardens in Europe. The money is from the National Heritage Memorial Fund, which is financed by the Government and run by independent trustees.

**Mr Larry Whitty —  
confident of victory**

up to the importance of communications.

"There is no contradiction between socialism and professionalism in getting our message across," he said. "There is no contradiction, either, between socialism and sheer fun in getting that message across. We need verve, imagination and style."

Although 72 per cent of the people were opposed to Mrs Thatcher, they had to be convinced of the Labour alternative.



**Sir Patrick Neill**, owners, advertisers and unions blamed.

**Mr Donald Tremford**, editor of the Observer, and his owner **Mr Tlay Rozema**, said that the newspaper's reports of atrocities in Zimbabwe. The article said that the challenge to editorial independence was most acutely by the national director on the Observer.

"Whatever the eventual outcome, the incident proved that the notion of national directors can be useful."

Last year the Press Council dealt with 1193 cases, an increase of 3.1 per cent on the average number handled in the two years before it was set up in 1962 and 1963. Sir Patrick Neill was succeeded as chairman by Sir Zeeman Cowie QC.

*Annual Report, Press Council, 1 Salisbury Square, London, £4.50, 400pp.*

The Conservatives are the largest single party on the council but in the past they have needed support of the Liberals on contentious issues to remain in control.

Conservatives and Labour claimed that the Liberal influence was out of proportion to their strength. For sub-committees it was decided there would be only eight members instead of 10, and on the basis of proportional representation the Liberals no longer qualified for membership.

authority, was written by Mr. Barry Loveday, of Birmingham Polytechnic's Department of Government and Economics, and with the co-operation of police authorities, county councils and the Home Office.

He concludes that rate-capping and other central government restrictions would suggest that Merseyside had 66 more policemen than needed.

The report was commissioned by The Case for Metropolitan Counties, a group funded by the six councils outside London threatened with abolition in the Local Government Bill.

The Bill plans to replace

nounce yesterday a new education statement for primary schools in Brecon and Radnorshire.

Mr John said the Government's approach to Welsh problems was wrong and complacent."

He called for a new government White Paper on the future of Welsh agriculture to end the uncertainty of the "de-bac" over the introduction of new quotas. New policies were needed to boost rural education and transport to halt the drift of young people away from country communities, which had been accelerating since 1979.

"What is swelling the exodus and undermining the viability of the area are the lack of about is the lack of one or more of the basic facilities and, most important, the lack of local employment which is continuing to drive our young people away at an alarming rate."

In five years from 1979, 41 primary schools had closed in Wales; four most rural counties; unemployment was running at 17.3 per cent in Dyfed, 18 per cent in Gwynedd, 18.2 per cent in Ceredigion and 13.3 per cent in Powys.

Wages for those in work only



88.3 per cent of the average for Britain.

Mr John characterised the government's attitude as that of a "rather bored spectator of inexorable decline."

Mr Thomas was challenged to move the writ for the coming by-election when he rose to open for the government. He shook his head and said that the late Tom Hosson, the last MP for Brecon and Radnor.

He denied the charge of complacency and said that the government was "not at all complacent."

Mr John said that the mid-Wales was clear and efficient.

The infrastructure is being developed; the wide range of industrial and service employment is being created, while the Government will continue its central contribution to the welfare of life and work.

"Most rural communities, far from being under threat, can be seen to be thriving, in which the prospect is not of migration, but of increasing opportunities and a better quality of life in the area."

Mr Thomas said that the Government was "not at all complacent."

**OPPOSERS** of Mr Enock Powell's private members' bill, but can embargo have launched a new attempt to stop his measure being debated in the Commons with an extended sitting throughout next weekend.

The former government whip, Mr Douglas Hogg (Leamington), has joined forces with an arch-opponent of the bill, Mr Willie Hamilton (Leam. Fife Cent) to try to prevent the bill being taken place. They have tabled 2 amendments to a motion by Mr Andrew Bowen (Leam. Brighton, Kempdown) a supporter of the bill, who is attempting to win Commons approval on Friday for the House to go into extended session over the weekend to complete the bill's remaining stages.

Mr Hamilton and Mr Hogg are hoping to prevent Mr Powell's supporters obtaining a majority in the debate on Mr Bowen's motion. Mr Hogg has suggested that a number of other private members' bills should be debated instead of Mr Powell's bill. Mr Hogg's Committee agrees to extend its sitting through the weekend.

THE Prime Minister firmly dismissed calls yesterday for a debate about the cash effects of the Government's social security reforms amid "Opposition charges of 'innumerate' and mendaciousness."

Mrs Thatcher insisted, as the repeated demands dominated her Commons Question time session, that figures could not be given two years in advance.

The Labour Leader, Mr. Neil Kinnock, challenged Mrs Thatcher to produce the figures on the financial effects of the Fowler reviews of social security on family incomes.

When she produced no figures, he demanded to know whether it was because she was ashamed of her own proposals or was "innumerate, or simply mendacious."

The exchange started when Mr Kinnock asked why no figures were contained in the statement by Norman Fowler, the Social Security Secretary, when he launched his green paper on social security on Monday, which would show the amounts that the unemployed and pensioners would lose as a result of the reviews and cuts in benefits.

Mrs Thatcher told him that in accordance with custom, the figures for this year's up-rating of benefits and not yet revised of aged, disabled and widowed state pensioners would be in the statement was no longer using the forecasting method as previous. But up-ratings were made on the basis of historic basis and the Government was waiting for the



May retail price index figures. Mr. Kinnock said: "We are told this is a major shake-up of social security. Is she trying to really tell us that after thousands of hours of civil servants' time, endless wrangling in government committees and three Cabinet meetings that she has no facts, no figures, and no estimate of the effects of the proposals for precise figures, just an estimate of what the effects will be on families that need benefit?"

Mrs. Thatcher said: "We have not decided yet on the uprating due to take place in November. It is not yet decided whether it is desirable what will happen in two years' time."

Mr. Kinnock maintained that Cabinet members must have produced some figures. Mrs. Thatcher was "trying to hide what the outcome of these reviews will be."

Mr. Kinnock said: "You are ashamed of your own proposals."

tical philosophy on the left of the party.

Mr. Benn, in the speech delivered into a Morning Star festival advocated a broad alliance of the left, including the Communist Party, to overcome "a crisis in capitalism."

He said that working people all over the world had to build a new alliance for peace and democracy to halt a drift to another world war.

The schism in the world trade union movement when the International Confederation of Free Trade Unions had been formed, splitting from the World Federation of Trade Unions, had been "a major setback for the maintenance of those links between working people in eastern and western Europe."

The "war against the minorities" in Britain, he claimed, should be seen as part of the same campaign for peace and social justice which has inspired the fight against racism in the Third World and the struggle against trade empires on Cuba and Nicaragua.

"For working people in Britain this must mean solidarity with all those here or abroad who are now oppressed," he said.

THE GOVERNMENT narrowly defeated a bid by peers yesterday to ban corporal punishment in Britain's state and independent schools, voting 159 to 117, a majority of 18.

The government victory during the committee stage of the controversial bill which allows parents to exempt their children from school beatings was a surprise. Vigorous opposition came from former Master of the Rolls, Lord Denning, and general Sir Lord Shivalley, who moved to scrap corporal punishment in schools, put forward by Baroness Williams, the Minister of Education.

The bill, which the Education Bill is "morally indefensible and discriminatory."

But Lord Alexander of Waterloo (Ind.), rejecting the government's plea that the bill would not become the permanent law.



**By our Political Correspondent**  
The Prime Minister yesterday increased expectations that health authorities will be forced to share the burden of a pay increase of over 7 per cent for nurses.

It is believed that the Government will insist on sticking to its 3 per cent cash limit on pay in the public sector when it announces its response to the recommendations of the

nurses' pay review body, probably tomorrow.

If the Government insists on providing only 3 per cent of the pay increase, the remainder would have to be found by health authorities, who would be forced to cut their budgets.

Mr John Cartwright, the SDP chief whip, protested to Mrs Thatcher in the Commons yesterday that this would be "an appalling way to treat a decent profession."

However, Mrs Thatcher is confirming that the Government will not make any concession on the pay review body.

body would be announced shortly, said. "We do have to live within the amount that has been set out within the (expenditure) White Paper."

**PLANT A TREE**  
FOR JUST **£1**

Just £1 plants a tree in your name or that of a loved one as a gift or memorial. For details write to: The Woodland Trust, Rd. 7044, Farnham, Guildford, Surrey GU10 2SR. Box 2040, No. 24770





## Ban proposed on bank loans and technology deals

# US nearer to sanctions battle with S. Africa

From Michael White in Washington

The United States Congress yesterday moved closer to economic confrontation with apartheid when the Republican-controlled Senate Foreign Relations Committee voted for limited but immediate sanctions — a ban on new bank loans and on trade in nuclear technology and military computers with South Africa.

It also agreed an earlier deadline — March 1, 1987 — for tougher sanctions unless there is progress towards ending apartheid.

In horse-trading between Democrats and Republicans, the committee drew back from voting for an immediate ban on South African Airways' landing rights in the United States, although Democrats were still hoping to reinstate the sanction with moderate Republican support. They were also hoping to make mandatory the fair labour practices of the Sullivan Code, on US firms in South Africa.

Senators were united in wishing to send an effective warning to Pretoria over what the chairman, Republican Senator Richard Lugar, called the evils of apartheid. They were largely divided on tactics.

The bill could well be weakened or stiffened on the Senate floor and possibly destroyed in haggling with the Democrat-controlled House of Representatives, where a more radical bill was completing its passage yesterday.

But yesterday's vote by as many as 12 to 10 with at least three Republican defections, represents a new high water mark in the tide of Republican sentiment away

from President Reagan's policy of "constructive engagement" with Pretoria.

If a bill can be agreed between both houses by the summer, Mr Reagan must either acquiesce in toughening Washington's policies or risk a presidential veto for a measure which has growing bipartisan support throughout the country.

Yesterday's "mark-up" in committee was built around the bill initially proposed by the Senate establishment, Mr Lugar, Senate majority leader, Mr Robert Dole and the moderate Republican, Mr Charles Mathias. Their bill offered carrots in the shape of educational scholarships, human rights grants and support for black businesses and a stick in the shape of sanctions in two years time — no reduction in US money — if no progress was reported by the President.

These sanctions include a ban on all computer sales to the Pretoria government, on new bank loans and investment from the US and on the sale of Kruggerand and represent the nub of the Democratic bill sponsored by Senator Edward Kennedy — and black Representative, William Gray.

While rejecting the Kennedy bill again yesterday, the Senate Foreign Relations Committee allowed Democrats to adopt a Republican Roth-McConnell bill to provide yesterday's amendments to the main bill.

With some Republicans protesting that the sanctions are too weak, the committee's amendments to the main bill, which would allow the President to suspend the support of US allies sanctions would fail.

## Peruvian jets 'flew to help Argentina'

By Michael Reid in Lima and Richard Norton-Taylor

Ten Peruvian airforce Mirage fighters were sent to Argentina to support the war effort during the Falklands conflict, intelligence sources in Lima said yesterday.

A report that Peru sent the jets, as well as 10 Hercules transport planes shortly after the Royal Navy task force set sail, appeared in the Lima magazine, Oiga, published on Monday.

During the war, the Peruvian Government denied that it had provided Argentina with military aid. Peru's decision to send Mirages to Argentina appears to have been a reaction

to the failure of President Belaunde's last ditch efforts to secure a peaceful settlement.

Officials in Lima say that they had the clear impression at the time that the final text of the Peruvian peace plan — drawn up in coordination with the US Secretary of State Mr Alexander Haig — was approved by the then British Foreign Secretary, Mr Francis Pym, who was in Washington. They say that its approval by the Argentine was followed by the sinking of the General Belgrano.

Mr Pym has acknowledged that Mr Haig told him that the Peruvians were in touch with the junta and were hopeful. He has insisted, however, that he did not discuss an "actual text" with Mr Haig. Mr Pym said that the Labour MP for Litching and a persistent critic of the Falklands war, said last night that Mr Pym had an absolute obligation to explain his role to the Commons.

Oiga says that the Mirages — part of a squadron normally stationed near the Ecuadorian frontier — were sent to the southern Argentine air base of Comodoro Rivadavia, on May 22, 1982.

It also says that the Peruvians sent ground crew and munitions, including Exocet missiles, to Argentina. It cites unnamed "top level military and government" officials as its sources.



President Belaunde

## Pasok ready with smaller cabinet

From George Couis in Athens

Greece's new Socialist Government will be sworn in today after Sunday's surprisingly decisive victory. Initially, a 16-member cabinet will be presented to President Christos Sartzetakis to illustrate the government's commitment to a streamlined administration.

The opposition leader, Mr Konstantinos Mitsotakis, claimed yesterday that his conservative opposition New Democracy party were the real victors. New Democracy, he said, had increased its parliamentary representation from 112 seats to 126. Nevertheless the ruling Pasok party won a decisive 181 seats in the 300-member parliament.

Today's swearing in is expected to see a basic remodeling of the government. The Prime Minister, Mr

## Airline arrest in fraud case

Jakarta: Police here have detained Lim Li Jin, aged 29, a former Singapore Airlines accountant, more than two years after an arrest warrant was issued for her over the theft of \$5.4 million of airline money.—AP.

## Quebec party near end of road

From Clyde Sanger in Ottawa

THE Parti Quebecois, which came to power in 1976 with the intention of separating Quebec politically from Canada, moved to the brink of collapse this week.

It lost four by-elections by large margins in seats vacated by PQ members who had resigned after quarrelling with the chief of the Quebec Premier, Mr Rene Levesque. The issue of political sovereignty should not even be discussed in the next general election campaign.

These are only the latest in a series of by-election defeats. The PQ, which was returned to power in 1981 with 80 of the 122 seats, is now reduced to 61, while the Liberals have advanced to 53. Seven former PQ members sit as independents and one seat is vacant.

The most prominent by-election winner on Monday was the Liberal leader, Mr Robert Bourassa. He captured a constituency on the south shore of the St Lawrence with 58 per cent of the vote from Francine Lalonde whom Mr Levesque had brought into politics and appointed to the cabinet after seven ministers resigned in November.

The worst defeat came in the seat vacated by Mr Levesque's former finance minister, Mr Jacques Parizeau. There the PQ candidate trailed in third place behind a lawyer who, without encouragement from the federal Tories, recently revived the right-wing Quebec Conservative party.

Mr Bourassa said yesterday: "With these results, the legitimacy of the government is in question. He said he would try to bring the government down with a vote in the National Assembly this month."

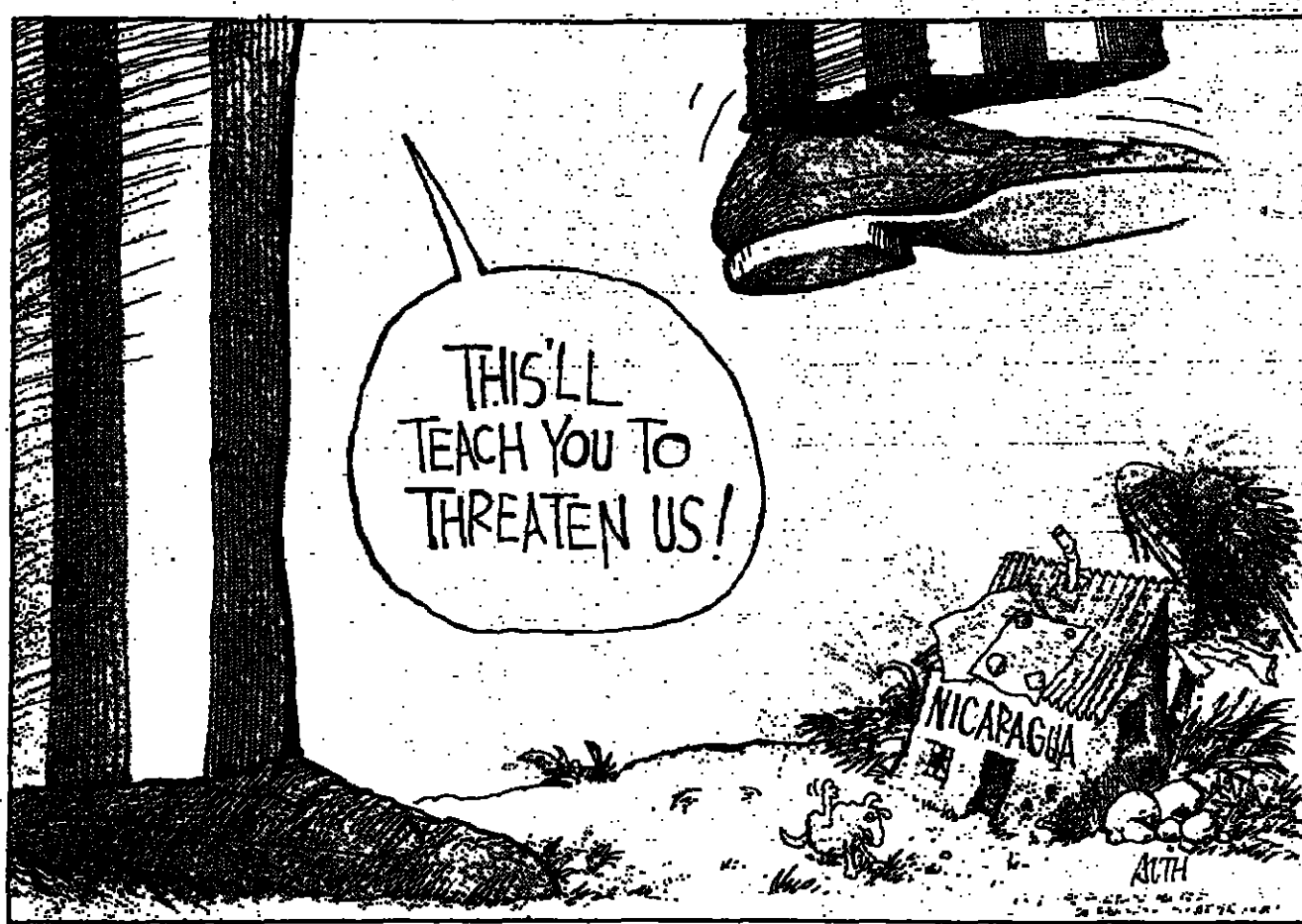
A greater challenge to Mr Levesque may come on June 22 when 300 PQ members gather for a national council meeting. There has for some time been speculation that Mr Levesque would — under pressure or of his own accord — resign on that day.

It happens also to be the 25th anniversary of his election as a Liberal member. Whether it comes this month or in the autumn, the departure of Mr Levesque must be on the way. He is Canada's most famous chain-smoker, and has also worn his health out over the last 17 years, fired by building up a separatist party and then as premier.

When Mr Trudeau resigned as prime minister last year and the Conservatives took power under a Quebecer, Brian Mulroney, who is proud of his skills as a conciliator, Mr Levesque at 62 seemed to have lost all his fighting spirit.

His last skirmish was with his old colleague, Mr Mulroney. Opinion polls suggested the PQ had no chance of winning the next election if it focussed again on the issue of sovereignty, which Quebec voters had rejected in the 1980 referendum. He demanded that party policy be made clear on this point well in advance of the election.

Mr Jacques Parizeau and other senior ministers refused to remain at the top of a neo-federal party and resigned. Today, the heir-apparent is the Justice Minister, Mr Pierre-Harc Johnson, son of a former premier, who last weekend was making friendly speeches at a convention of the Alliance Quebec which champions the interests of the million English-speaking Quebecers.



## Owen gives Reagan deadline for Geneva

From our own Correspondent in Washington

Dr David Owen, the SDP leader, warned President Reagan yesterday that West European support for Nato could be seriously weakened unless the US can reach a new arms control agreement with the Soviet Union in the next two years.

Dr Owen told Mr Reagan during a 35-minute meeting in the White House that agreement had to be reached by early 1987 at the latest. Britain and West Germany, which may both hold elections that year, were particularly vulnerable if there were failure at Geneva, he said.

At the White House talks — high point of a trip the SDP leader is making to the US and Japan — Dr Owen urged Mr Reagan to pursue a realistic package in Geneva which would reassure European public opinion and Soviet anxieties about Star Wars.

Dr Owen, echoing widespread European doubts about the 1973 Anti-Ballistic Missile (ABM) treaty to increase to not to breach the warhead deployment limits in the 1979 Salt II pact. He emerged from the meeting with the impression that, despite advice to the contrary from the Defence Secre-

tary, Mr Caspar Weinberger, the White House is moving towards deciding not to breach it. This would involve the public dry-docking and "opening up" of a Poseidon submarine in the autumn as a modern Trident star sea trier.

The President is due to tell Congress what his decision is next week, although he may prefer to keep his options open. Dr Owen said he had urged him yesterday to stand by Salt II rather than give the Russians what Senator Robert Byrd, the Senate minority leader, called "a great propaganda weapon to use in Europe."

The second element in the Owen package is that the US should seek to reassure Moscow that its Star Wars defence initiative will not suddenly produce a deployable defensive weapon system which would upset the nuclear balance. This would be done by offering a narrow redefinition of the 1973 ABM treaty.

Dr Owen said he had urged Mr Reagan to pursue a realistic package in Geneva which would reassure European public opinion and Soviet anxieties about Star Wars.

## Soviet hint of new offer on arms

From Martin Walker in Moscow

The Soviet chief of staff, Marshal Sergei Akhromeyev, has held out the prospect of swinging cuts in strategic missiles, going beyond earlier Soviet proposals for a 25 per cent cut—but only if agreement can be reached with the US on banning space weapons.

The marshal's suggestion was buried deep in a long article in yesterday's Pravda accusing the Star Wars project of breaching the 1972 Anti-Ballistic Missile treaty. He said that, if the project stopped at the research stage, "broad opportunities will appear for radical reductions of nuclear arms."

The Soviet Union has already suggested that strategic offensive arms be reduced by a quarter. It is possible to make even deeper cuts in case of the non-militarisation of space. There is no other way to resolve this question," Marshal Akhromeyev added.

The thrust of his article was devoted to the now standard

Soviet theme that the Americans are breaking the ABM treaty, and the chief of staff charges that the Soviet Union is engaged in similar research. In a specific reply to US claims about new radar at Krasnoyarsk.

Akhromeyev said it was "tended for the observation of objects in space. The US was informed about this. It has no relation whatsoever to a missile attack early warning system."

Western diplomats here were sceptical about the marshal's protests, pointing out that his phrase, "the observation of objects in space," could be broadly interpreted.

The marshal rejected US claims that current research into space weapons did not involve the development and testing banned by the ABM treaty, saying that "development is precisely what this harmless research is aiming for."

## 'Spies' deny charges

WASHINGTON: A father and son yesterday pleaded not guilty to spying for the Soviet Union in what officials have called the most damaging breach of security in US naval history.

Court papers revealed new allegations that the father, John Anthony Walker, also sought to recruit his daughter into his alleged spy ring that involved at least five people.

Mr Walker's long-time friend, Jerry Whitworth, was arrested in San Francisco on Monday by the FBI, who charged him with being the fourth member of the alleged spy ring. He was ordered to be held without bail.

Mr Walker, a retired navy communications specialist, accused of spying for the past 18 years, and his sailor son, Michael, assigned to the nuclear aircraft carrier Nimitz, pleaded not guilty to six counts of espionage at a court in Baltimore, Maryland.

John Walker attempted to recruit his daughter when she was a US army communications specialist in 1978 and 1979, according to FBI documents. There was no indication whether the daughter, Laura Walker Snyder, agreed or refused to pass classified documents to her father.

The existence of a fifth person, code-named F in the ring surfaced in an FBI affidavit filed in court in San Francisco in connection with Mr Whitworth's arrest.

● Jerry Whitworth: held on espionage charges



## US tells Managua to halt attacks

From Alex Brummer in Washington

The White House yesterday called on Nicaragua to halt what it termed its "increasingly disruptive" attacks on Costa Rica and Honduras, charging the Sandinistas with escalating violence against their neighbours.

The strong statement was issued after President Reagan had been briefed on the increasingly disturbing violence along Nicaragua's borders by the National Security Adviser, Mr Robert McFarlane. "What we are concerned about is the stepped-up activity, the increasing aggressiveness of Nicaragua in this area," the White House spokesman, Mr Larry Speakes, said.

He charged that evidence was now available which showed that "elements of the armed forces conducted a deliberate and unprovoked attack on a Costa Rican civil guard patrol on May 31, wounding nine and killing at least two persons." Mr Speakes said that there was continuing sporadic fire in the area from Nicaraguan troops which shelled a Costa Rican patrol on Monday.

The White House statement appeared designed to encourage Congress to come up with the bill for the contras — the rebels battling the Sandinistas — when it considers the matter this week. "We are pointing out to the American public and on a worldwide basis that these people are becoming increasingly aggressive," Mr Speakes said.

Until yesterday, condemnation of recent border incidents involving Nicaragua has been handled by the State Department.

By letting the White House do the talking yesterday, the administration was clearly determined to reflect President Reagan's concern and fire some opening shots in the latest campaign to funnel some \$14 million to the CIA-backed contras.

However, the renewed White House interest in Central America coincided with a report in yesterday's New York Times suggesting that if Nicaragua stepped too far beyond its borders, the US would certainly be ready to respond militarily. The Administration has always maintained that such action would be a last resort.

After a series of interviews with the US southern command based in Panama, the paper has concluded that the US is now prepared for all contingencies in the region. It has achieved a high state of readiness to respond to any American intervention through war games, construction of staging posts throughout the area, the development of listening posts and the creation of an elaborate intelligence network, as well as strengthening allied forces.

However, in public the US yesterday was stressing the need for peaceful solutions to the border tensions. It urged the Nicaraguans to seek talks on the border problem with its neighbours and to join in negotiations with them and the contras to bring about a settlement.

## Nicaragua proposes peace zone

From Tony Jenkins in Managua

The Government has proposed creation of an internationally-supervised demilitarised zone between Nicaragua and Costa Rica as regional tensions continue to rise after border incidents between the two countries.

Costa Rican radio stations, monitored here, claimed that Sandinista troops on Monday opened fire on a Civil Guard patrol, which was near the border zone for the body of a guardman killed in an ambush on Friday.

The Sandinistas have also been blamed for the ambush by the Costa Ricans, who on Monday sent Managua a protest note. The radio stations claimed that Nicaraguan helicopters have shelled Costa Rica air space several times during the past few days.

The Government here, which has denied these reports, has sent a protest note to the Honduran Foreign Ministry claiming that three helicopters, with military markings, entered Nicaraguan air space from Honduras on Monday.

According to the Note, the helicopters opened fire on a Sandinista border post which responded with anti-aircraft weapons.

The Sandinista proposal for a demilitarised zone was made released by President Daniel Ortega. No details were given, but it suggested that the zone be supervised "with the support of the Contadora (regional peace) group and with the collaboration of France, which last year hosted two meetings between Nicaragua and Costa Rica."

Officials here admit that the proposal is designed to force President Luis Alberto Monge of Costa Rica to "define his position on the contras." President Monge is under pressure from right-wing groups to condemn contra use of Costa Rican territory and to break off diplomatic relations with Nicaragua.

## Sindona on trial again

From George Armstrong in Rome

The third trial of Michele Sindona, the former Sicilian "financial wizard" and now a convicted bank swindler, opened yesterday in Milan.

Mr Sindona, who is already serving a 25-year jail term in New York, was sentenced to another 15 years here this morning. Yesterday's trial could bring him a life sentence.

He is charged with having hired an American killer to go to Milan to murder the magistrate who was appointed to wind up Mr Sindona's failed bank. Mr Giorgio Ambrosoli, aged 46, was shot and killed in July, 1979.

Mr Sindona has said that the American's orders were merely to intimidate Mr Ambrosoli, not to kill him. The hired killer died last year in a fall from a prison window in New York, allegedly in an escape attempt.

Mr Sindona, and 23 other defendants, also are charged with extorting \$500,000 from the late Roberto Calvi, the Milan bank chairman, who died in London in 1982. Calvi's widow, Clara, has brought civil suit to regain the money.

## Soccer Nazi sent to gaol

From Anna Tomforde in Bonn

The leader of a West German neo-Nazi football fan club notorious for attacking immigrant workers at soccer matches was jailed for a year by a Dortmund court yesterday.

The sentence, for breaching public order, passed on Siegfried Borchardt, aged 31, was greeted with angry shouts from his young rightwing supporters who stamped out of the courtroom giving a Hitler salute.

The vowed revenge on people who gave evidence against their hero, whom they refer to as SS-Sieg. Borchardt is the leader of the Borussia Dortmund fan club blamed for a series of attacks on Turkish workers and children in Dortmund. He was in court for an attack on a Turkish cultural centre.

## Victims' gashes baffle doctors

From our Correspondent in Rome

The bodies of two Italians killed last week at the Brussels stadium each have sharp gashes from the shoulder down to the buttocks, a post mortem examination in their native Cagliari, Sardinia, has revealed.

The bodies were those of Giovanni Casula and his 11-year-old son, Andrea, who was a member of a local Juventus fan club. The Cagliari legal doctors exclude the possibility that the deep slashes could have been done by their Bel-

gian colleagues as part of the first post mortem examination there.

"There would be no scientific justification for such a thing, and anyhow, one should not treat the human body this way," one of the doctors has said. It is being suggested that the cuts could have been caused by a razor, a knife, or even a broken bottle.

The cases of switched bodies continues to be a partial mystery. After the funeral service for Mr Nino Fabbro, a 31-year-old former footballer of Udine,

in northern Italy, the supplementary post mortem examination, ordered to be done for all the 31 victims, said that the prayers said for Mr Fabbro's soul were said over someone else's body. The coffin in which the Belgians had labelled as his contained instead the body of a bearded man of about 30.

A spokesman for the Italian embassy in Brussels said that the bodies of the dead were taken into the autopsy room three-by-three and the confusion probably began there.

## Coalition fragments

Lisbon: Portugal's Social Democrat Party broke its coalition accord with the Socialists yesterday in a dispute over economic reforms.

A Socialist spokesman said after an eight-minute meeting of the leaders of the parties that the Social Democrats' decision to pull out "has been expected" by Mr Mario Soares, Socialist prime minister.

Trud quoted local police as saying that they arrest and take to "sobering up" posts five or six fans — fans — after every match. Now police want to announce over stadium loudspeakers news that soccer drunks will lose their holiday privileges and their places in the housing queue.

Political analysts expect the present government to remain in office at least until the treaty is signed.

If the seven Social Democratic ministers resign from the 16-member cabinet, President Antonio Ramalho Eanes will decide the future of the Government. He could call early elections, order the government to remain in power as a caretaker executive, or appoint a presidential interim cabinet.

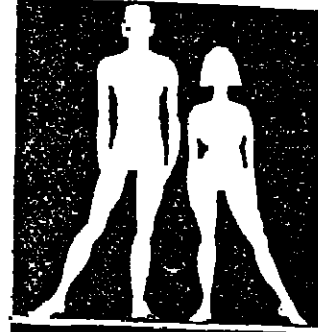
The coalition has been threatened by Mr Anibal Cavaco Silva, the Social Democrat leader, and other party officials since the Group's congress over demands for liberal economic reforms.—AP.

مكتبة الأمل









## BODY AND SOUL

### Through the heat barrier

THE latest popular pastime in the United States, a friend tells me, is taking a "cool stroll" — in other words, fire-walking. In the form that this has most often been encountered in the past, it has usually been connected with some religious observance, the walkers following in the wake of their shaman or guru. The American version is secular. Its chief purpose is to show that anybody can walk barefoot over coals heated to a temperature of anything up to 700 deg. Celsius without suffering pain or burn, provided the correct frame of mind first has been reached.

Sir James Frazer's explanation of fire-walking, echoed by many commentators since, was that savages through walking barefoot equip themselves with horny soles, and their jungle lore provides them with the means to make a heat-resistant paste. The American fire-walkers — men, women and children — do not have horny soles, nor do they use any paste. How, then, do they escape injury? Even most baffling is the evidence that sometimes, though not always, their clothes are not singed, apparently, as the garments of Shadrach, Meshach and Abednego in Nebuchadnezzar's burning fiery furnace. That human flesh should become incombustible, admittedly, is not easy to account for either. But there can no longer be any dispute that in a certain part of the world, a kind of invisible barrier appears to interpose itself between the strollers and the coals, or ash.

I have read quite a few accounts recently, from various parts of the world, some of them are in the San Francisco quarterly, Psi Research, edited by Larissa Vilenskaya, and extremely useful because it has contributed from behind the Iron Curtain, where so much of the action now takes place.

The organisers of these occasions do not ask participants to hide their fears. On the contrary, in the preliminary briefing, they are encouraged to express them, as if to get rid of them before moving on to build up confidence — very much as Emile Coue advised, with his "every day, in every way, I get better and better". For Vilenskaya, having her baptism of fire in Oregon, the change of mood was perceptible. "Suddenly I felt that I could," she recalls. "Fear changed into determination, energy and confidence," and she stepped on to the coals without a qualm.

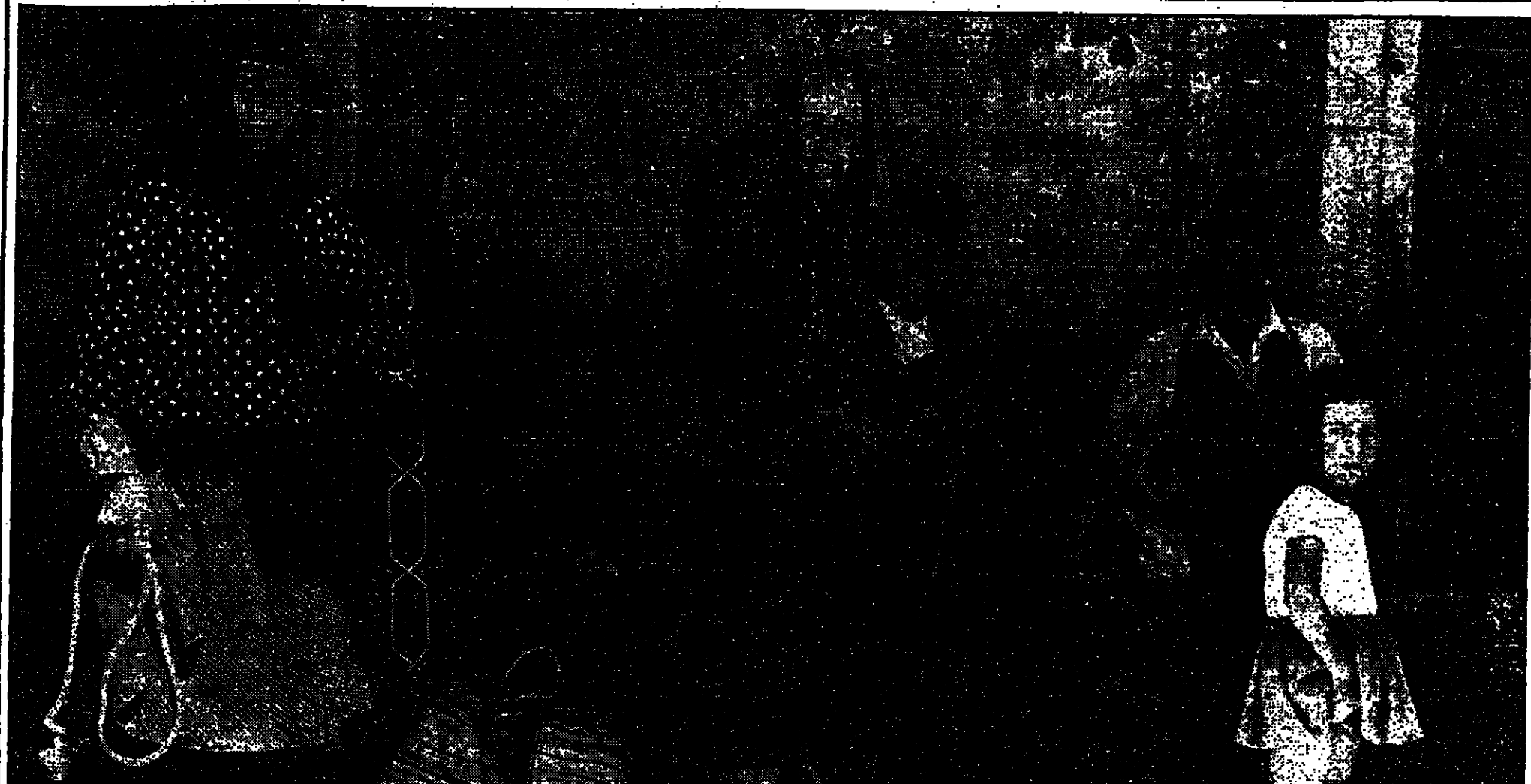
Another recent account, of a Californian fire-walk near the Sunset Strip, emphasises that the object is not just to provide participants with a thrill, but to make them aware of the remarkable, though as yet inadequately exploited, powers of the mind over the body.

Carl Simonton, who introduced visualisation therapy for his cancer patients, takes them there for a practical demonstration of those powers. When they complete the walk, there is a "remarkable elevation". Although he is under no illusion that this works miraculously cures, he is sure that whatever the client has learned to face it better.

A more immediate benefit could be expected, if psychologists and physiologists shed their preconceptions and investigate the phenomenon, instead of, as in the past, pretending that it is all a fake. They will be given an opportunity in a few weeks' time, though time and place have yet to be fixed.

That they should have disregarded the evidence for so long is rather shameful. A long time ago, Professor Joseph Delboeuf of Liege carried out the first controlled experiment into the power of hypnosis to heal burns. He branded a servant girl on both arms, telling her that she would feel pain in one, but not the other. Not merely did the suggestion remove the pain: when the bandages were removed he found that the painful arm was blistered where the branding iron had touched it, whereas the other arm showed no sign of inflammation.

Brian Inglis



Capinha, Portugal. Picture by Neil Libbert

## The lure of the primitive

'The tourists I met were in search of values they hope their own countries will rediscover.' Richard North goes to Portugal



### ECOLOGUE

TOURISM is the homage paid by rich societies to poor ones. There is something, of course, in the idea that we travel to poor countries because they are cheap, and we can behave there as though we were a cut or two above our normal sta-

tion. Yet that social bargaining-hunting does not begin to explain the attitude of sheer seriousness and longing that the questioning Americans, Australians and Europeans have been meeting abroad bringing to their host countries in southern Portugal. We go to touch base again. We go to where the countryside is farmed more primitively, and where our eyes relax into poppies and buttercups in fields from which the farmer we know at home would have banished them. We go to where the village idyll has some sort of job and dignity, and it does not matter that he cannot drive or write or add up. We go to where old ladies can grow yet older in their own homes without much thought that they ought to be in a home. In fact, we do not feel we have arrived in a country proper to our tourism until we have seen plenty of

women dressed from head to toe in black. Of course, some of our values are not shared by the southern European. One hapless waiter in a two carriage express in Spain was harassed by a tourist for throwing his rubbish out at the sierra crawling by. She thought such behaviour preposterous: he merely shrugged at the vastness of the passing scene. Surely, it could take it? There is something in his unspoken argument. Spain is vast, and its inhospitability will defend much of its wilderness. But in Portugal, things seem very different. This is a poor country which looks like it wants to develop, and where things are delicately poised for take-off. It clearly is, in European terms, a poor country. There are men with donkey carts out in the casino town of Estoril, Portugal's Cannes. They are picking

through restaurant waste for pigs' food. The men on the seashore use spark plugs as fishing weights. A motorised trike passes back and forth, heaped perilously with cardboard boxes for recycling. These are not signs of suffering, but they are signs of exigency, not affluence. The difficulty is that Portugal has rather little room for some manoeuvres which have been very popular in the rest of Europe. As best as I could see, the beauty of the country is rather British (no wonder we love the place). There is a lushness and sweetness in the populous countryside which would look familiar, I think, to an Englishman of 50 years ago. Whilst it was there this May, even the sun was coyly British. But it is not a big enough countryside to say that I hide mistakes: big-scale farming would wreck its charms. It all behaves such as a tourist to lecture the Portu-

guese, the most agreeable and civilised of people, on how they should develop. But the tourists I met were in search of values they hope their own societies will rediscover and which they hope the countries they visit will not discard. Unfortunately for the visitor, it is hard to say that the values which flow from poverty and from rural life should be preserved: poor people hate poverty, and plenty of modern country, people hate the country. We speak from our luxury and from voyeurism to people who envy the powerfully rushed. However, since many Portuguese asked me what I thought would happen to their country after it joins the EEC, I had the perfectly decent chance to say that I hoped we'd reform the agriculture policies of the CAP so that Portuguese farmers could get richer without being

made to wreck their countryside in exchange. And it was often made easy to suggest that Portugal will need to be very clever if it can pass into modernity without first passing through materialism. I am very glad that I met a schoolmaster from California, visiting Portugal as a tourist, having given up his schoolteaching partly because he has lost the sense that it does any good. What more, he begins to see that the brightest two of his five children, who want to be small-time farmers (not hippy smallholders, but small farmers) have probably got it about right. It may not come well from people who just stepped down from a first class railway carriage to tell the enquiring taxi-driver that his poor country has all sorts of precious values it may lose as it gets richer. But it is true for all that.

## Not all bored to death

### SECOND OPINION

OLD PEOPLE live in some of the worst housing in this country, so their "own home" can be damp, difficult to heat, poorly decorated, and drab. Their lives can be organised to a routine dictated by outside services.

So I welcome Sheffield's pioneer scheme of Support Units for elderly people at home (Society Tomorrow, May 22). But I slightly resent the implication that this is a totally new and radical development, and that residential care is bound to be drab and boring.

The role of a community support worker in Sheffield sounds to me to be very much the same as that of a keyworker in an old people's home — to widen the horizons of individuals whose lives have often become very restricted at home, to help them revive old interests or take up new ones, and to provide assistance with various health or social problems. Our aim, too, is that "elderly people should be encouraged to remain independent and to lead lives which are as little institutional as possible."

Let us broaden the range of services available to old people. But don't imply that all existing, especially residential, provision is boring.

Mary Erricker, Slough.

IN MANY residential care establishments, especially in the private sector, we have long recognised the need in some people for mental and physical stimulation. After full consultation with our residents, we have instituted programmes involving memory recall, visits to places of interest and entertainment, and discussion and writing groups. We have residents' meetings where ideas from us can be explained and their own views and ideas expressed.

All new schemes involving the elderly should avoid "paternalistic or patronising" approaches. But they should also avoid the equally damaging over-enthusiasm that may force "stimulating activities" on an old person who would rather live their remaining few years as many people choose to live through the majority of their lifespan: relaxed, reflective and totally unstimulated! (Miss) A. J. Donald, Southampton.

## The first national conference on ethnic minority entry to the legal profession will be held in London on Saturday. Ole Hansen examines the evidence of racial discrimination

RACIAL discrimination by solicitors — and the failure of the Law Society to do enough about it — is a new crisis for a profession already beset with threats to its conveyancing work and public disquiet over its internal discipline.

At Saturday's conference will be senior representatives from the Bar and the Law Society and members of both branches of the profession. But while the Bar has accepted that racial discrimination is a problem and is trying to do something about it, the solicitors are only grudgingly being pushed into action.

Solicitors control who can become a solicitor because only after at least two years as an articled clerk is a person admitted to the profession. Solicitors also control the flow of work to individuals, but they have no power to refuse to do something about it. The solicitors are only grudgingly being pushed into action.

Carl Simonton, who introduced visualisation therapy for his cancer patients, takes them there for a practical demonstration of those powers. When they complete the walk, there is a "remarkable elevation". Although he is under no illusion that this works miraculously cures, he is sure that whatever the client has learned to face it better.

## Black cloud over Law Society

Last month the Guardian quoted CRE chairman Peter Newman: "In any institution where this type of decision is left entirely to the discretion of individuals, there is always a possibility that things will go wrong." And he added: "It's a really serious issue which has to be confronted: the equivalent of a comet recruiting entirely by word of mouth — if it's all white it will go, on being all white."

The Law Society has been extremely slow in taking action. In 1979 the Royal Commission on legal professions reported that the profession of the solicitors to set up standing committees to promote equal opportunity, to undertake monitoring, and to issue "strong" written guidelines to ensure that all racial groups could become lawyers and practise on equal terms.

The need was "urgent," said the Commission, because a failure to remove even the appearance of discrimination reduces the confidence of every sector of the public in the administration of justice.

However, in 1983, a Law Society working party, set up in response to the Royal Commission report, had found no evidence of racial discrimination and that no remedial action was necessary. This was not surprising. The existence of the working party had not been announced, and it caused no call for evidence. As the Society's spokesperson subsequently told the New Statesman: "If you invite people to complain then they complain, even if there are no grounds for complaint. It just wastes a lot of people's time." The working party had an informal one-hour meeting with five ethnic minority solicitors, most of whom were later to disagree with the "findings."

response to the Royal Commission Report, the Society suggested that it would undertake ethnic monitoring something which seven months earlier it had specifically decided against.

The Law Society was gravely embarrassed, therefore, when in January this year the Legal Action Group revealed the existence and contents of the internal report. A new sub-committee has now been set up, which took two ethnic minority solicitors and agreed to a joint race relations committee with the Bar. This, however, is very little and very late. There is no sign of the ethnic monitoring and strong guidelines recommended by the Royal Commission. The procrastination of the Law Society compares unfavourably with the pace set by the Bar, which is normally the more conservative part of the profession.

In 1982 the Senate of the Bar responded to pressure from the Society of Black Lawyers and created a working party which has now become its Race Relations Committee. Last year's Bar annual report records its findings. Discrimination was found in the way that black barristers were treated in the chambers: while there were 210 black practising barristers, in only 48 out of 320 sets of chambers were there black tenants.

Perhaps Saturday's conference will help the Law Society to move in the same direction. The conference has been organised by the Minority Access to the Legal Profession Project which was set up in September 1984 but which may disappear, along with its GLC funding, in November.

The Project is based at the South Bank Polytechnic where the proportion of ethnic minority law students has grown from 25 per cent in 1980 to 40 per cent in 1984. Other institutions have had similar, if smaller, increases. Most of those law students want to become solicitors. Without the help many of them, and of the smaller number who go to the Bar, will fail in their ambitions.

## WORKING FOR LONDON

The GLC is an equal opportunities employer. We invite applications from women and men from all sections of the community, irrespective of their ethnic origin, colour, sexual orientation or disability, who have the necessary attributes to do the job. Job sharing arrangements are open to all applicants.

### Computer Team Leader

**Central Computer Services/Welfare Benefits Project**  
To take a leading strategic role in developing the Council's wide-ranging Welfare Benefits computer project, involving the distribution of small, specially programmed hand-held computers to local authority and volunteer workers to enable them to provide accurate benefits advice to elderly people in their own homes and the development of calculation systems for advice workers. Besides co-ordinating systems development work and implementation through to user training, the Team Leader also makes a policy input and advice on developments in both the computing and welfare benefits fields. A sound understanding of systems development and a knowledge of welfare benefits are essential, coupled with experience of working with local authorities and voluntary organisations. Good communication and supervisory skills are prerequisites.

£14,781-£16,545. Ref: CCS6486. Write to CCS Staff Section, Room 693 or tel: 01-633 6089.

### Inner City Programme Co-ordinators

To assist in the preparation, submission and monitoring of the Council's Urban Programmes and the Urban Development Grant Scheme, existing closely with the Boroughs and authorities involved. These posts are also responsible for advising on inner city issues, including the formulation of GLC policy. A sound knowledge of inner city issues, local authority procedures and the Council's functions in relation to the Urban Programme is essential, coupled with good interpersonal and drafting skills and an innovative approach to problem-solving.

£13,065-£14,781 inc. Ref: DG6423. Write to DG Staff Section, Room 203 or tel: 01-633 2390.

### Transport Planners — Studies

To assist in the development and application of the Council's strategic transport model. Applicants must have a degree or equivalent in transport planning or a related field, such as Maths or Statistics.

**Senior Transport Planner.** Experience in computer representation of road networks and in at least three of the following in a work environment is essential: use of a large frame computer system; FORTRAN programming; NATURAL programming; transportation modelling; traffic theory.

£11,325-£13,065 inc. Ref: TD6432.

**Transport Planner.** The ability to work with computer representations of road networks is required, together with some experience of programming in FORTRAN, NATURAL or equivalent level language is essential.

£9,255-£11,325 inc. Ref: TD6433. Write to TD Staff Section, Room 454B or tel: 01-633 7791.

## Head of Administration & Accounting Team

### Supernumary Fund Investment

This post directs and organises a team dealing with investment administration and accounting and also financial management for the Council's £950M supernumary fund. Duties include the preparation of briefs and reports to senior officers and Members on a wide range of confidential issues. Applicants should be fully qualified accountants with practical financial management background or part-qualified with 2 years' financial management experience or have 5 years' financial experience at an appropriate level in a large organisation. Proven experience in organising financial administration and the practical application of financial control and monitoring requirements is essential, together with a background knowledge of investments accounting and stock exchange practice.

£13,065-£14,781 inc. Ref: FN6449. Write to FN Staff Section, Room 296 or tel: 01-633 6684.

### Senior Finance Officer

This post serves as Deputy Head of the section dealing with finance work in respect of the Council's Supernumary & General Purposes Committees. The work focuses on assisting in the preparation and reconciliation of budgets and advising departments.

Applicants should be qualified or part qualified accountants (including accounting technician) with 2 years' finance experience or have at least 4 years' proven financial background and expertise. Experience should include staff management and monitoring expenditure from a computerised accounting system. A knowledge of local authority financial administration processes is essential.

£11,325-£13,065 inc. Ref: FN6484. Write to FN Staff Section, Room 296 or tel: 01-633 6684.

### Personnel Section Head

An experienced personnel administrator is required to head a sub-section dealing mainly with pay, conditions and industrial relations for blue-collar staff of the Department of Recreation and the Arts. In addition, this post serves as Industrial Democracy Officer for the whole department.

Proven organisational, supervisory and interpersonal skills are needed, with an understanding of the principles of industrial democracy.

£11,325-£13,065 inc. Ref: RA6398. Write to RA Staff Section, Room 682 or tel: 01-633 1664.

### Assistant Administrator

#### Project Development Unit

The Unit is part of the Industry and Employment Branch and is the channel through which grant aid is provided to around 200 community and trade union employment projects within the London area. This post provides full administrative support to its team of 12 professional Project Development Officers and takes a supervisory role in the day-to-day running of the unit.

Applicants should be good organisers, capable of dealing with a heavy workload. An understanding of and commitment to the Council's Industry and Employment and Equal Opportunities Policies is essential.

£9,255-£11,325 inc. Ref: DG6421. Write to DG Staff Section, Room 203 or tel: 01-633 2390.

Application forms must be returned by 21 June 85.

To obtain your form write to the appropriate Staff Section, quoting the ref. and room number on the envelope, to: GLC, The County Hall, London SE1 7PB. Or telephone the number given.

**GLC**  
Working for London



# WORKING FOR LONDON

Our equal opportunities policy can work for you. In many areas of the Council's work, women, ethnic minorities and people with disabilities are under-represented. Our positive approach to equal opportunities is aimed at redressing this imbalance and we would particularly welcome their applications for these posts.

The GLC is an equal opportunities employer. We invite applications from women and men from all sections of the community, irrespective of their ethnic origin, colour, sexual orientation or disability, who have the necessary attributes to do the job.

Job sharing arrangements are open to all applicants.

## Chief Safety Adviser

To advise on the Council's needs, resources and statutory obligations in the health and safety area, with responsibility for directing the full range of consultation, training and research development work and policy initiatives.

Applicants must have relevant qualifications and sound experience of dealing with industrial relations and associated legislation. The ability to communicate effectively and make a positive contribution to a team environment is essential.

£18,489 - £20,349 inc. Ref: PE6336.

## Equal Opportunities Officer

This is a challenging opportunity to translate your commitment to equal opportunities into positive action, in implementing the Council's wide ranging policy and programme. The work contains a strong advisory element and focuses on statistical monitoring, development of equality targets, budgetary and administrative systems. There is also a major input to the co-ordination and development of specific research projects.

Experience of monitoring systems is essential, with the capacity to initiate and carry through research projects, to identify new areas for study, to interpret and produce commentaries on computerised statistical information.

£13,065 - £14,781 inc. Ref: PE6466.

## Employee Relations Officer

This post is with a small team dealing with a number of employee relations policy matters and several areas of industrial relations. There is a strong advisory and research element in the work.

An innovative and flexible approach is called for, with the ability to produce reports, briefs and other written material to tight deadlines and to liaise effectively at senior staff and trade union levels.

£13,065 - £14,781 inc. Ref: PE6451.

## Direct Trainer

To deliver a range of skills training courses, particularly in the equal opportunities area. There is also involvement in developing courses arising from the Council's new staff appraisal scheme and in some positive action courses for women, ethnic minority employees and staff with disabilities.

Experience of designing and running courses, using different training methods and techniques, is needed, with a clear understanding of the objectives and methodology of training needs assessment and a commitment to the Council's Equal Opportunities Policy.

£13,065 - £14,781 inc. Ref: PE6436.

Write to PE Staff Section, Room 325 or Tel: 01-633 5726. 6650.

Application forms must be returned by 21 June 85.

# GLC

Working for London

# Lancashire County Council

An Equal Opportunities Employer  
**PROPERTY SERVICES — ESTATES RURAL DIVISION**  
**ACCESS MANAGEMENT OFFICER**  
WEST PENNINE MOORS  
Salary: Grade: Scale 5/6 (s.c.p. 24-30)  
£7,524 - £9,114.

Applicants for this post should have a sound knowledge of countryside recreation management, and be able to demonstrate an ability to implement all aspects of improvement required through negotiation with owners/tenants and through action in the field.

Experience of countryside project work with voluntary work parties would be an advantage and a knowledge of the legal aspects of rights of way and/or Access Agreements would be useful. Preference be given to qualified Land Agents.

Application forms and further details are available from: returnable to the Department of Property Services, Central Services Section (Staff Management), P.O. Box 26, County Hall, Preston, PR1 8PE. Tel: Preston 263271. Closing date: Friday, 21st June, 1985.

# DIRECTOR

Applications are invited for the post of Director of the National Council for One Parent Families, one of Britain's leading voluntary organisations.

The Council works for lone parents and their children both as a campaigning organisation and by providing information and advice services. It has a staff of 28.

The new Director should have a commitment to improving the social, legal, and financial position of one-parent families in England and Wales. She or he will be responsible for planning and management within the organisation; for policy development and the public presentation of the Council in political and administrative areas and in the media.

Salary £14,127-£14,790 rising to £16,776 (inc. LV).

Further details can be obtained from: Miranda Ravetto-Wood, National Council for One Parent Families, 255 Kentish Town Road, London NW5 2LX. Tel: 01-267 1361.

Closing date for applications: 24th June, 1985.

# GREATER LONDON CITIZENS ADVICE BUREAU SERVICE

**West London Area Office**  
**Administrative Assistant**  
Salary: £7,803 - £9,577

We are looking for a full-time Administrative Worker to join a small team responsible for maintaining and developing the CAB Service in West London.

The job is a new one and offers the opportunity to be involved in setting up administrative systems to support the work of the Area Team.

If you can type, enjoy administrative work and have a sense of humour please write for an application form and details to Sharon Stonehill, GLC/CAS, 31 Wellington Street, London, W2 7QH.

Closing date: 21st June, 1985.

As an Equal Opportunities Employer, GLC/CAS wishes to encourage positively all applications regardless of disability, race, sex or creed.

# National Society for the Prevention of Cruelty to Children

**Child Care Director (Designate)**

**London**  
£22,000 + Car

The NSPCC was formed in 1884 "to prevent the public and private wrongs of children". It is one of the largest and most successful charities in the United Kingdom with an annual expenditure on its services to children in excess of £2.5m. The Society has marked its Centenary by introducing a five year programme to implement its Charter of redevelopment and expansion across England, Wales and Northern Ireland.

The Child Care Director (Designate) will take immediate responsibility for the day to day management of all field services, including 300 professional social work staff. He or she will be the key figure in the redevelopment programme and will be expected to assume full responsibility for the entire Child Care Division (including Legal, Training, Research, and Welfare Departments) within six to twelve months of first appointment.

Candidates should have a professional qualification in social work, good experience of family problems, and of child abuse and neglect in particular. The preferred age range is 35-45 years. In addition to evidence of several years effective management experience at a senior level, there must be demonstrable qualities of drive, leadership, communication, organisational ability, and the capacity to head up a management team for a nationwide service. Understanding of the management and support needs of professional staff undertaking demanding and stressful work is essential.

The NSPCC is an equal opportunities employer. Please reply in strictest confidence giving career, personal and salary details and quoting Ref. EY783 to Peg Eva, Executive Selection, Arthur Young Management Consultants, 7 Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 3TH.

**Arthur Young Executive Selection**  
A MEMBER OF ARTHUR YOUNG INTERNATIONAL

# Principal Assistant (Finance)

**PO (1-4) £10716 - £11562**

A team leader with good practical experience in commercial or public sector finance is sought for this key post based in the Directorate of Leisure and Tourism.

The Section provides a wide range of financial services to operating Departments. Budgetary control information is produced by the RTZ GLT system, complemented by local PC and BACS based applications. The ability to further develop our computerised management information systems is essential. Applicants will need to demonstrate initiative and competence in financial administration and ability to hold a relevant professional qualification or to actively study for one.

Fringe benefits include staff restaurant, flexible working hours etc. Temporary housing may be available in appropriate cases and relocation/resettlement allowances are payable.

Application form available from the Personnel Office, Directorate of Leisure and Tourism, The Guildhall, Portsmouth, PO1 2AD quoting post 564.

Closing date for application noon 24 June 1985.

# Portsmouth

# Field Director Nigeria

VSO is a development charity with over 1,000 skilled volunteers working in many of the world's less developed countries.

We are seeking, from late 1985, a Field Director who will lead an experienced British and Nigerian team in continued diversification of the Nigeria programme, project assessment, volunteer support and in representing VSO to government and employers.

This is a challenging post requiring a sound understanding of the principles of development, proven management and financial ability and a creative, energetic approach to project identification. Candidates must have relevant overseas experience, preferably in West Africa.

Good health, a driving licence and willingness to work unsocial hours, often away from the Kano office, are essential.

Contracts are for three years plus a training period in London. Tax free salary scale £6,828 - £8,482 is currently under review. A substantial local overseas allowance is also payable.

Accommodation is provided and provision can be made for a spouse and dependent children to accompany.

For further details and an application form please contact Alison Peck, VSO, c/o 9, Belvedere Square, London, SW1X 8PW. Tel: 01-235 5191. Closing date 26 June 1985.

# VSO VOLUNTARY SERVICE OVERSEAS

# DIRECTOR

**Salary £18,000 plus Company Car**

Collingwood Housing Association Limited and Central Housing Association Limited are seeking a successor to Mr N R Anson, who leaves to take a similar post with a national housing association.

Collingwood is a leading North West housing association. It provides fair rent housing for families, the elderly, single people and those with special needs. The Association has approximately 2,000 dwellings in management and a development programme of approximately 30 rehabs units per year and 100 new-build units.

Central Housing Association Limited is a non-charitable associate and now provides a comprehensive range of low cost home ownership initiatives primarily in the Greater Manchester area. Central is soon to accept the transfer of 190 dwellings for fair rent from the Central Lancashire Development Corporation.

The Association's Director will be responsible to the Board of Management for the efficient operation of its activities. Detailed applications should be submitted no later than Friday, 5th July, in an envelope marked "Director - Confidential" and addressed to T E Edwards, Chairman, Collingwood Housing Association Limited, Dickinson Chambers, 1 Central Street, MANCHESTER M2 5WR.

For further information contact Miss K Douthwaite on 061-654 3046.

# Collingwood Housing Association Limited

# NORTH WEST THAMES REGIONAL HEALTH AUTHORITY

# Assistant Works Administrative Officer

An experienced administrator is required to head the support service given in the Regional Engineering Division. The duties involve aspects of routine office management and experience of Engineering contracts will be advantageous.

A six month contract will be offered in the first instance.

Salary scale: £7,787 to £9,431 plus £1,084 London Weighting.

For applications and job description, please contact the Employee Services Officer, North West Thames Regional Health Authority, 46 Eastbourne Terrace, London W2 3QR. Telephone 01-262 8011, extension number 411, quoting reference 133.

Closing date for application forms: 18th June, 1985.

# KNIGHTSTONE HOUSING ASSOCIATION LIMITED

**DIRECTOR**

Due to the retirement of our CHIEF EXECUTIVE in August 1986 we are seeking to recruit a successor, to be based at the Association's Head Office in Weston-super-Mare.

The Association is a Non-Charitable Registered Housing Association operating primarily in the counties of Avon, Somerset, Wilts, Dorset, including the inner cities of Bristol and Bath. There are over 2,000 fair rent properties in management with several hundred under construction and planned. There is an administrative staff of 50 plus 20 wardens, caretakers, etc. Regional management offices are operated in Bath, Bristol and Poole.

The policy of the Association is made by its Committee of Management to whom the Director is responsible. The Committee of Management seek applications from suitably qualified candidates, preferably, but not essentially, with a housing association background. This is a challenging position calling for enthusiasm and a high degree of administrative ability and management skill. Salary circa £20,000 plus car and contributory pension scheme.

Application forms are available from: The Secretary, Knightstone Housing Association Limited, Union House, High Street, Weston-super-Mare, Avon, BS23 1JJ.

to whom they must be returned by 31st July, 1985. All applications will be acknowledged and it is expected that interviews will be concluded during September and October 1985. The appointment will be made no later than June 1st, 1986, but this is open to negotiation with the successful candidate.

**Leisure Services/Youth & Community Youth Worker**

Alto-Caribbean National Arts Centre  
28, 29-31, 103 p.a. (Qualified)  
£5,235-£5,994 p.a. (Trainee)

Applicants should be experienced youth workers whose basic function will be to develop work primarily with young people of Afro-Caribbean origin. A.C.N.A. is located within the St. Ann's area of Nottingham, which is approximately 1 mile from the City Centre. Among the many local resources are a number of well equipped sports hall, Namaste, the National Water Sports Centre, plus facilities for developing Art and Cultural activities. There are training opportunities locally and nationally both for the person appointed and the young people with whom he/she will be working. The Centre operates a Social Club and there is a Youth Wing. The successful applicant will be accountable, an Education Worker and a full-time Sociocultural Assistant. This is a re-advertisement and previous applicants need not re-apply. Relocation expenses where appropriate.

For an informal discussion telephone Mr. George Pove, Secretary A.C.N.A. on Nottingham (0522) 528294 or Greta Madley, Area Youth & Community Officer on Nottingham (0522) 418511 Ext. 250. For further information and application forms please contact the Staffing Section, Leisure Services Department, Trent Bridge House, Fox Road, West Bridgford, Nottingham NG2 8BA. Tel: Nottingham (0522) 524224 Ext. 444. Closing date 31 June. Please quote ref: 710.

An Equal Opportunity Employer

# Nottinghamshire County Council

# WANDSWORTH AND SOUTHWARK CARING HOUSES TRUSTS

**TWO ADDITIONAL WORKERS REQUIRED**

for the above projects caring for men with a history of mental illness and homelessness. The houses provide stable homes for men previously from psychiatric hospitals and night shelters. The workers will need to give support with problems, be responsible for day-to-day running of the houses and liaison with outside agencies i.e. DHSS, Day Centres, Hospitals and Night Shelters.

Qualifications are not essential but relevant experience in this or a related field is required.

Salary £9,282 - £10,078 pt 26-29 NJC Scale.

Please write with full c.v. and names of two referees enclosing a note to Graham Parr, Bowdley Shelter, PO Box 374, Bowdley, London SW6.

# FIELD OFFICER

**SRI LANKA**

HealthAge Sri Lanka is about to become a full independent member of the umbrella foundation HealthAge International. The Field Officer will work closely with a National Director Designate, who will take over the position at the completion of the Field Officer's contract. The work involves overseeing the administration of the office in Colombo, administering and guiding a team of fund raisers, and overseeing and developing the community projects support programme.

Experience required preferably including knowledge and experience of Sri Lanka and Sinhalese, the local welfare service, and administration and staff supervision.

Salary circa \$8000 + local expenses. One year contract, possibly renewable.

Please send full CV for further details to: Chris Gittins, HealthAge, St James's Walk, London EC1R 9BE

# AGE CONCERN, ENFIELD

The Executive Committee of this newly established voluntary organisation wish to appoint their first

**CHIEF OFFICER**

Day care, hospital discharge work and a sitting service to relieve carers of elderly frail people are the priority for action, and the successful candidate must possess sound organisational skills and the qualifications to develop and manage voluntary services for older people in close collaboration with local statutory authorities and other agencies. Salary: (£501) c10k+ inclusive. Car, owner-driver preferred. Funding for three years in the first instance.

Applications, to be returned by 21st June, from Mrs. S. Younger-Rose, 54 Knatchbull Road, London SE5 5DY. Telephone 01-757 3455.

# VOLUNTARY ACTION CAMDEN

We are an equal opportunities employer, and welcome applications from men and women from all sections of the community. We now have vacancies for:

**COMMUNITY PLAY PROJECT WORKER**  
(Ref No W9791)

This post is located within a forward-looking Community Play Project in Russell Town, London SE1. The project is a multi-cultural community and the project is actively engaged in working with all sections of the community to identify and meet the needs of young people of all ages.

# CAMDEN VENTURES TEMPORARY PROJECT WORKER

Camden Ventures is a community based Youth Unemployment Project located in Camden Town NW1. The scheme is involved in running an Office Skills Workshop and with arranging placements in the community.

Salary for both posts is Scale 4/5 (£7,803-£9,577 inc.)

Further details and application forms from: Camden Ventures, 100 Tottenham Court Road, London W1P 0LP. Tel: 01-477 8877. Please quote the post and reference number of the post for which you are applying. Closing date Friday, 21 June, 1985.

# FAMILY SUPPORT OFFICER

required by national charity for Leeds and surrounding area.

Opportunity to work with families and health and social services in the area of exciting medical advance. 18 hours per week. Salary £8332 pro rata.

Applications to Shirley Dobby, Association of Community, 108 Balcombe Street, London SW11 3HP. Tel: 01-223 7000.

# BRENT HEALTH AUTHORITY

**TWO INFORMATION ASSISTANTS**

A busy and expanding information department in District Headquarters is seeking two new staff, to be involved with the collection and analysis of information, report writing and ad hoc enquiry work.

Candidates should hold a degree in one of the sciences or social sciences, or have had statistical training and/or a knowledge of computerised data processing.

For further information, please write to: Brent Health Authority, 01-485 5733, ext. 2894.

For job descriptions and application forms, contact District Personnel Department, Central, Midweek Hospital, Adon Lane, London NW10 7NS, or phone 01-485 5733, ext. 2876.

Closing date: 21st June, 1985.

Brent Health Authority working for Equal Opportunities

# HOSTEL WELFARE PROGRAMME ASSISTANT

This is a junior management post with experience in welfare programme work is necessary.

The assistant will have responsibility for welfare matters affecting some 250 residents and staff and for organising activities for students, mainly from overseas, and young people in the 20/30 age range. Assume responsibility as duty secretary when required.

Single accommodation available.

Can you help with this work of Christian care and concern?

Apply General Secretary, King George House, 77/78A, Stockwell Road, London SW9 9SS, with c.v.

# NATIONAL CHILDRENDING ASSOCIATION

**ADMINISTRATIVE ASSISTANT**

NCA wishes to recruit an Administrative Assistant to be responsible for the smooth operation of the headquarters office in Bromley and to act as an assistant to the General Secretary.

Short-hand / typing skills and minute taking experience essential. Experience of staff management and working in the voluntary sector is required. 38 hour week, with some weekend / evening work. Salary from £7,000. No pension scheme.

Closing date: 20th June 1985. Interview date: 25th June 1985. Send a.c.v. for further details to: NCA, 204/206, High Street, Bromley, Kent, BR1 1PP.

NCA is an equal opportunities employer.

# NOTTINGHAMSHIRE RURAL COMMUNITY COUNCIL

**RURAL OFFICER**

This voluntary organisation is to appoint a rural officer to continue the extension of its work in the development of rural communities through local initiatives and advice.

Knowledge of social and economic problems, experience of voluntary organisations and community work in rural communities is desirable.

Salary £585 to £625.

Further details from: Nottingham Rural Community Council, 101-103, 718 Mansfield Road, Nottingham NG1 5SL. Tel: Nottingham 41222.

Closing date - Wednesday 13th June.

# TYNSIDE HOUSING AID CENTRE

requires a

**FUND RAISER**

to actively fund raise and assist with projects and development work. Salary scale £7305 to £7551.

For further details, please telephone Pat Walshe on Newcastle upon Tyne (0632) 25551.

Closing date for completed applications 24th June, 1985.

# West Midlands County Council

# ECONOMIC DEVELOPMENT UNIT

The Council is implementing a wide range of economic development aimed at increasing industrial investment and improving job opportunities in the County area.

The Unit has a staff of 16 and a budget of £16 million.

The Senior Planning and Capital Investment Team is now seeking a

**SENIOR CAPITAL PROJECTS OFFICER**  
£10,716-£11,562 p.a. Post Ref. ED 11243

# PROJECTS OFFICER (Voluntary Sector)

£8,332-£9,114 p.a. Post Ref. ED 11025

To work closely with the Voluntary Sector developing, implementing and monitoring economic initiatives, and to contribute to the County's economic development.

Applicants for Post ED 111 and ED 123 should be graduates in economics or a related discipline or hold an equivalent qualification. Above all, relevant experience and a flexible approach are essential. Starting salary will be determined accordingly.

# TRADE UNION LIAISON OFFICER

£9,431-£11,025 p.a. Post Ref. ED 70

To work closely with Trade Union and other labour and community organisations and encourage their active participation in economic development initiatives. In particular, the postholder will advise the County's Economic Development Unit on a number of matters for the Unemployed and Resource Centre and will be expected to play a significant role in assisting Trade Unions to respond effectively to threatened closures and redundancies.

Applicants should preferably be educated to degree level in an appropriate discipline, although experience and understanding of trade union organisations is more important.

For further information please telephone Mr. D. Horner on 01 303 0072.

# TRAINEE ECONOMIST

Starting Salary £5,855 Post Ref. ED 108

Do you wish to pursue a career as an economist?

Are you seeking work in the promising field of local economic development?

Are you a graduate or a recent graduate in economics or a related subject?

Do you wish to take a higher degree?

If you answer YES to all these questions, then you interest us. We are looking for a trainee who will, besides studying for a higher degree, assist in implementing initiatives in the areas of economic development, urban renewal, co-operative development, training and employment and other areas. You will be expected to obtain a first or second class degree and have not undertaken a higher degree than write your own draft.

For an application form, write or telephone, quoting post reference number, to: County Personnel Officer, West Midlands County Council, County Hall, 1 Larwood Street, Birmingham B4 7DJ. Telephone No. 021-558 7625. A 24-hour telephone answering service is available for enquiries.

Closing date for receipt of applications: 18th June, 1985.

The County Council has a positive Equal Opportunities Policy to ensure that all applicants are treated fairly. All posts are open to female and male applicants.

# SOCIAL WORK DEPARTMENT

# PRINCIPAL OFFICER (Hospitals)

**Langarth**  
**PO/II, £11,568-£13,680**

35 hours per week to be worked in accordance with the exigencies of the service.

Travelling allowance facilities available.

Applications are sought from qualified social workers with at least three years' experience at senior social worker level. Experience in the health care field will be important for this post. The person appointed will manage social work units in four large general and psychiatric hospitals and will in addition be responsible for developing services throughout the health care field.

Informal enquiries to Mr A. Cameron, Assistant Director, on Stirling 73111 ext 410.

Further information and application forms available from: Director of Social Work, Central Regional Council, Langarth, Stirling, Tel Stirling 73111 ext 414, to be returned by 15th June, 1985.

# Central Regional Council

# TRAINEE TRADING STANDARDS OFFICER

We are looking for the right person to undertake a three year block release and in-service training course to obtain the Diploma in Trading Standards.

The work involves both practical and academic skills and deals with the full range of Trading Standards legislation. You must have a relevant degree or at least 2 'A' levels and 3 'O' levels, including Maths, English and Physics.

Starting salary £5,254, progressing to £6,537 on obtaining Part 1 of the Diploma.

The post will be based initially at our Reigate Area Office. For further details and an application form please contact Jane Jenkins (Ref. TSD.01), Mounthill, South Street, Epsom, Surrey. Tel: 03727 40401, Ext. 45. Closing date 21 June, 1985.

# SURREY COUNTY COUNCIL

# TOWN TEACHER LTD

**Newcastle Upon Tyne**  
**PROJECT DEVELOPMENT DIRECTOR**

Town Teacher Ltd. is a charity established to develop and promote environmental education for children and adults throughout the Tyne and Wear area of the North East. The Company is based in a fine 18th century gateway house recently adapted for our use.

The Development Director will be responsible for Town Teacher's creative development, enthusiasm, imagination, a capacity to communicate and a sound knowledge of environmental issues are important requirements.

Applicants must have a degree or professional qualification in environmental fields such as teaching environmental studies, planning, architecture, history or geography, as well as skill in staff and financial management to fund and run the whole project.

The post is initially for two years, but with prospects.

Salary, in the region of £11,000, subject to negotiation.

A job description can be obtained from THE CHAIRMAN, Town Teacher Ltd., All Saints Church, All Saints Hill, Newcastle Upon Tyne NE1 2DS, to whom letters of application, with detailed curriculum vitae and two referees, should be sent before June 30 1985. Telephone enquiries to David Love on 091-251 5144 ext. 236.

# DERBY COUNCIL FOR RACIAL EQUALITY

In consultation with the Commission for Racial Equality

**COMMUNITY RELATIONS OFFICER (IN CHARGE)**  
£9,477-£12,243 p.a. + allowances

Derby C.R.E. is seeking to appoint a Chief Officer. The C.R.E. will take charge of a council with an established record of progress in community development and a programme to eradicate racial discrimination and promote equality of opportunity.

The Officer will lead an energetic team and he/she must possess a clear understanding of the complexities of institutional racism both in the public and private sectors and must have proven administrative ability. Application form and further details are available from:

Acting C.R.O., DERBY C.R.E., 91 Marmion Road, Derby, Tel: (0332) 572429.

Closing date: 26th June, 1985.

**RE-ADVERTISEMENT**

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

صكنا من الامم



**Area Social Services Officer**

PO4 £15,261-£16,290

Hackney Council is committed to developing close liaison with the local community and is looking for a dynamic and innovative manager with the leadership qualities to take forward policies in line with this commitment, including the development of neighbourhood offices and community based preventative resources for all consumer groups.

As a member of the Community Services Management Team, you would be expected to contribute to the formulation and development of policy. The office that you would manage is responsible for four patch-based teams. Childminder organisers, Occupational Therapist and Home Help Service are also based there. The community has a high density of black and ethnic minority population and you should therefore have one years experience of working in an inner city area and with black and ethnic minority groups. You must be a CQSW qualified with at least two years experience at a senior level. A commitment to Equal Opportunities, and a trans-cultural model of service delivery is essential. Please quote reference J457/G.

Job share applications will be welcomed with or without a partner.

**Training and Staff Development Co-Ordinator**

£14,229-£15,261 pa inclusive

Hackney Social Services are developing far-reaching policies. The Directorate is committed to a positive race relations policy and to the development of a trans-cultural model of service provision. Other developments include shifts of emphasis in child care, care workers moving towards parity with field workers and decentralisation. Training in industrial relations and management are also important.

We want someone to lead our Training Section (3 Training Officers, 3 person Student Unit, CSS Study Supervisor, and 4 Admin Staff) as it helps us achieve our targets.

You will have at least three years recent training experience and two years relevant welfare experience or four years recent training experience; at least two years recent public sector work experience; at least two years recent experience of staff supervision or counselling; and knowledge of social services work, without being over-committed to "professionalisation". You may have a CQSW and/or a training qualification. You should be committed to the Council's Directorate policies and will see training as having a significant part to play in enabling the Directorate to implement these.

Please quote reference Y440/G.

Job share applications will be welcomed with or without a partner.

Application forms are available from John Penney, Head of Personnel Services, Town Hall, Mare Street, London E8 1EA, or telephone 01-985 5531 (24 hour answering service) quoting reference.

Closing date: June 21, 1985.

The Council intends to decentralise its services, therefore the duties, hours of work or location of these posts may be subject to change.



**HACKNEY COUNCIL**  
Working for local people

We positively welcome applications from black people, disabled people and women where they are under-represented in particular jobs.

**GATESHEAD MEMBERS SERVICES**

Chief Executives Department

**ASSISTANT INFORMATION OFFICER**

Salary £8,532 — £9,114

Gateshead Council is committed to developing the support services it provides for elected members. A new appointment is to be made to bolster this development and the successful candidate will work as part of a small team providing information and services to councillors and the media.

Prime requirements of the postholder are good communication skills and the ability to respond quickly to enquiries whether from councillors or the media.

The post carries a casual car user allowance.

Application forms from:-

The Director of Personnel and Management Services, 7th Floor, Aldon House, Gateshead NE8 3EL. Tel: (091) 477 0612 and 477 3088.

The closing date for applications is Monday 17th June 1985.

Further information available from Les Roy, or Brian Cox. Tel: (091) 477 1011, Ext. 278 & 244.

We are an equal opportunities employer and welcome applications from people of any age, disability, marital status, race or sex.

Gateshead Metropolitan Borough Council

**Middlesbrough Borough Council**

Borough Secretary's Department

**Principal Assistant Secretary**

£12,243 — £13,326

We are located in the heart of Cleveland County and have achieved a great deal since 1974. Members and Officers work together on the framework of a programme of policy making processes which are challenging and effective. As a programme of policy making we can produce more than many and all of this is a setting where town and country mix in an attractive manner. We need a solicitor to join the team in my Department. This is a third tier post with considerable input to planning, litigation and "non-conforming" activities. A lawyer is wanted who can not only demonstrate professional and personal qualities but who looks as if he or she would get much from an in terms of experience and work satisfaction as we ourselves would demand in terms of implementing our plans for the future.

Write to me for further details or, if you prefer an informal discussion, please me (Ext 3541) or Call Graham (Ext 3528) at (0423) 340432.

Applications will close on 19 June, 1985. Previous applicants need not apply as their applications will be automatically considered.

Address: Stephen Robinson, Borough Secretary, PO Box 28A, Municipal Buildings, Middlesbrough, Cleveland, TS1 2DG.

It is the policy of Middlesbrough Borough Council to provide equal employment opportunities and consideration will be given to all suitably experienced and qualified applicants regardless of handicap, sex or race.

The Council has a policy of giving priority to disabled persons who have the written support of their Disability Resettlement Officer.

Job sharing facilities are available.

**HOUNSLOW LAW CENTRE**

seeks

AN EXPERIENCED

**FULL-TIME CASE WORKER**

to take on cases in one of the following areas: Housing, Welfare Rights, Immigration. Applications invited from experienced case workers, or lawyers with relevant case work experience.

Phone: 01-570 9505 for application form.

Closing date for applications: 1st July.

Interviews will be held on 15th July, 1985.

**TRAINING IN THE ENGINEERING INDUSTRY**

The Engineering Industry Training Board is seeking to recruit field training staff with the skills to carry out the Board's future work.

The Board is looking for men and women to work at Senior Training Adviser level in the West and East Midlands, Greater London and the North West, and at Training Adviser level in the South West, Oxford, Greater London, East Anglia, Cleveland, Humberside, the North West, Cardiff, Dundee and Central Scotland.

These Advisers will work in companies to identify manpower requirements and training needs with a particular emphasis on areas associated with developing technology. They will diagnose problems, persuade management to accept appropriate solutions and assist in their implementation.

There are also posts at Training Adviser level in Glasgow, East Anglia and the home counties south of London working in companies in the Mechanical and Electrical Engineering Construction Industry Sector actively involved with engineering skills within large site construction activities.

Candidates should be able to communicate effectively at all levels, both verbally and in writing and be able to demonstrate that they have good listening skills and are able to gain acceptance of their ideas. They should preferably hold a degree or equivalent professional qualification. They should be familiar with the engineering industry in terms of its business problems and its developing technology and be able to demonstrate that they can apply appropriate training technology solutions in a flexible and professional manner.

Salaries for Senior Training Advisers are on a scale rising to £12,578 and salaries for Training Advisers are on a scale rising to £9,755. Salaries are under review.

A car is provided.

Please telephone or write for an application form and job description to:



Mrs. M. L. Handley, Senior Training Adviser,  
Personnel Department,  
Engineering Industry Training Board,  
P.O. Box 148,  
41 Clarendon Road,  
Wafford, Herts. WD1 1HS.  
Telephone: 0923 44322.

**COMMUNITY INDUSTRY**

Community Industry (CI) provides work for 7000 young people each year in 57 Areas throughout the UK. Funded by central and local government, the work undertaken is of benefit both to young people and to the community. By giving individual support and guidance, CI aims to develop the work and social skills of these young people.

We need a:

**TRAINING OFFICER**

to assist the Training Manager in the design, organisation, presentation and evaluation of in-house training programmes for both adult staff and young employees. You will be responsible for the control of all training equipment and learning aids, and for the maintenance of training records, information and reference systems.

You will need to have some knowledge of modern training/learning techniques; good communication and analytic skills; be fit and active and not mind being away from home for up to 4 nights a week on occasions. An ability to drive would also be an asset.

Applications are welcome from women and men from all sections of the community.

We offer good conditions of service, a non-contributory pension scheme and a starting salary of £7,317 p.a. (increasing to £8,752 p.a. including London weighting).

Further details and application form from: The Personnel Manager, Community Industry, 24 Highgate Crescent, London N6 1RL. Telephone: 01-228 8883.

Completed forms should be returned by 29 June, 1985.

**Amnesty International**

RESEARCHERS

WEST AND CENTRAL AFRICA

Salary £10,827 — £13,167

Following recent expansion, two researchers are required to investigate human rights violations, preparing material and advising on initiatives to be taken by Amnesty International in relation to prisoners of conscience, trial procedures and the treatment of prisoners.

The researcher posts will deal with:

1. French-speaking countries in central Africa, including Chad and Congo.
2. English and French speaking countries in west Africa, including Nigeria.

Applicants must have a sound knowledge of the area, and be able to seek out and evaluate information objectively using good political judgement. It is essential to be able to communicate well in both English and French and some knowledge of Spanish would be useful for the first post. An ability to work in a team and to supervise staff and to be able to work under constant pressure is necessary.

For a detailed job specification and application form please send a large size to: Joy Turner, Amnesty International, 1 Easton Street, London WC1X 8DJ or telephone 01-253 6205 (24 hours). Closing date for the return of completed application forms: 12 July.

Write to me for further details or, if you prefer an informal discussion, please me (Ext 3541) or Call Graham (Ext 3528) at (0423) 340432.

Applications will close on 19 June, 1985. Previous applicants need not apply as their applications will be automatically considered.

Address: Stephen Robinson, Borough Secretary, PO Box 28A, Municipal Buildings, Middlesbrough, Cleveland, TS1 2DG.

It is the policy of Middlesbrough Borough Council to provide equal employment opportunities and consideration will be given to all suitably experienced and qualified applicants regardless of handicap, sex or race.

The Council has a policy of giving priority to disabled persons who have the written support of their Disability Resettlement Officer.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

Job sharing facilities are available.

**GENERAL MANAGER**

NORWICH HEALTH AUTHORITY

The Authority wishes to appoint a General Manager with responsibilities for formulation of policy, objective setting and implementation of change. The post is crucial to the Authority's strategy for more effective management and as head of the Management Team the General Manager will ensure the achievement of financial and performance targets to meet the Authority's emphasis on the best health care.

This post requires a person with a wide ranging background in business or public service, showing evidence of ability to achieve in an Authority with a budget in excess of £30 million and with over 7,000 full time staff. There will be a fixed term contract extendable by mutual agreement and the general terms of service are good. Salary is negotiable around £30,000 pa.

Further details available from: Mr. P. R. Male, Personnel Officer, Norwich Health Authority, 102/104 Prince of Wales Road, Norwich, NR1 1LS. Tel: (0603) 611233, extension 207.

To apply: send c.v. and information demonstrating that you meet the requirements of the post, to: Mr. E. W. Allaway, Acting Chairman, at the above address, to arrive no later than June 24, 1985.

**KING EDWARD'S HOSPITAL FUND FOR LONDON DEVELOPMENT WORKER**

PLANNING PRIMARY HEALTH CARE

Salary £12,370-£14,225 (includes £1,042 LW)

To investigate how primary health care in Inner London could be improved by developing small scale (patch) management and planning of services, involving service providers and users. The worker will help to design, implement and evaluate three local experiments that take different approaches to patch working in primary care.

The appointment will be for three years and will be based at the King's Fund Centre with a team working on inner city health care.

The successful applicant will have a critical and enterprising approach; first-hand practical experience of putting ideas into practice in the NHS or related field; and good working knowledge of NHS primary care services.

Further information from: James Haggard or Pat Gordon, King's Fund Centre, 255 Albert Street, London NW1 7NF. Tel: 01-267 6111. Closing date for applications: 21st June, 1985.

Applications are welcome from suitably qualified and experienced people regardless of race, religion, sex or disability.

Can you provide real support to mentally handicapped people?

We need

**CARE ASSISTANTS**

(Full-time and Part-time) at a hostel where we aim to develop the full potential of each person. Shift work includes evenings and weekends.

Salary: £5,139 p.a.

Enquiries and applications to:

Phil Marples, Stomham Housing Canterbury, 32 Victoria Park, Harve Bay, Kent.

Tel: (0227) 369023.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

Application forms and job description from the Director, Mrs. Sheila Conway, 282 Vauxhall Bridge Road, London SW1V 1AJ. For informal discussion telephone 01-828 8443. Closing date: 21st June, 1985.

**DEVELOPMENT OFFICERS FOR SELF-HELP/MUTUAL SUPPORT GROUPS EVALUATION PROJECT**

The Department of Health and Social Security, in conjunction with the Self-Help Alliance is seeking experienced researchers with knowledge of the voluntary sector to undertake the evaluation of 15-20 self-help development projects to be funded for three years by the DHSS.

The researcher will be expected to develop a research proposal in response to an agreed set of outline requirements and see through the execution of all stages of the study from design to report writing and dissemination.

Write for details to Ms Hazel Canter, Room B622, Alexander Fleming House, Elephant and Castle, London SE1 6BY, or telephone 01-407 5522, extension 6337.

Closing date for receipt of written applications: July 3, 1985.

**EAST BIRMINGHAM FAMILY SERVICE UNIT WOMAN SOCIAL WORKER**

AND

**WOMEN'S PROJECT SOCIAL WORKER**

Salary £7,065 — £10,716

(according to experience and qualifications)

This agency is committed to anti-racist practices and establishing a multi-racial team sensitive to the needs of the local multi-racial area with a majority Muslim population. We are seeking: A WOMAN SOCIAL WORKER who speaks fluent Sylheti/Mirpur/Urdu to share in providing a confidential family casework service as well as contributing to the Unit's advice work and project work with local women. A CQSW is not essential but we will be looking for previous social work experience and the potential to take advantage of in-service training.

A THIRD WOMEN'S PROJECT WORKER who speaks fluent Sylheti/Mirpur/Urdu to join this new project based in separate premises. The project is focusing on the needs of local black women and particularly aims to build links with vulnerable women. Applicants should have a sympathetic understanding of Muslim culture/religion. Previous experience of community work or groupwork is essential and experience of working with vulnerable women would be an advantage. Applicants should be committed to a team approach and the involvement of users in the project. Application forms and further details from The Director, Family Service Unit, 207 Old Marylebone Road, London NW1 5QP. Please quote EB 18 and state for which post you are applying. Closing date 21 June.

FSU is an EQUAL OPPORTUNITY EMPLOYER  
Section 7 (2) of the Sex Discrimination Act applies



Tel. 01-402 5175 24-hr answer phone 01-723 5207

**ARCHITECTS & PLANNERS**

METROPOLITAN BOROUGH OF CALDERDALE

Policy and Research Officer

(limited contract) to January

STRATEGY GROUP

CHIEF EXECUTIVE

PO 14 £10,716-£15,562

The Strategy Group is a small but flexible team with responsibility for advising the Council on economic, strategic policy and research and intelligence issues.

The postholder will be expected to maintain and develop the central research and intelligence functions and to contribute to the formulation of the strategic planning and economic policies of the Council. The postholder will be expected to have a wide knowledge of local government and to be able to work at a strategic level.

Applicants must have several years local government experience in a similar post and a post-graduate qualification in a relevant field.

Further details and application form from: The Personnel Officer, Calderdale Council, 101 Town Hall, Halifax, West Yorkshire, HX1 1JY. Closing date: June 21, 1985.

Link Glasgow Association for Mental Health

A DEVELOPMENT OFFICER

Salary: £7,045-£10,965 p.a.

Conditional is required to join the team in the first instance.

The postholder will be responsible for developing a range of practical projects, including support, and training, for the mentally distressed and ill. The postholder will also be responsible for the following: mental health, community work, group work and working with volunteers.

Funding will be until January 1986. For further details, send an A5 SAE to: SCF, 70 Main Street, Glasgow, G1 1JY. Tel: 01-222 2222. Closing date for applications: June 20, 1985.

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health

Link Glasgow Association for Mental Health



### East Hertfordshire Health Authority Unit General Managers (Two)

To be accountable to the District General Manager for services provided by each of two health units, and to establish the general management function. These appointments are being made as part of the process of implementing the recommendations of the government enquiry into NHS Management. The posts require exceptional qualities of leadership as the implementation of organisational change involving different professional groups, and the development of staff to improve the efficiency and quality of the services provided will be primary tasks. The units are as follows:—

#### Unit 1

Comprises the main district general hospital, Queen Elizabeth II, in Welwyn Garden City, and Welstead Hospital, a small geriatric unit in Hatfield, due to be expanded to provide a service for psychogeriatrics.

#### Unit 2

Provides community services for the District and important hospital services on several sites. The hospitals are Hertford County (an acute unit), and East Herts Hospital (mainly geriatric), both in Hertford; Western House Hospital (geriatric), Ware; Queen Victoria Memorial Hospital (a small GP unit), and Dancesbury Hospital for the young chronic sick in Old Welwyn.

The Revenue allocation for the District is currently £27.6m, and approximately 3,400 staff are employed. The District is undergoing a period of substantial development, and growth to 1994 will be at least 20-25%.

The posts are open to NHS employees and to experienced Managers working outside the NHS; the latter are likely to be earning at least £18,000 per annum. Applicants will be required to demonstrate high managerial capacity gained within complex organisations in the public or private sector. The appointments will be for a fixed term, renewable by agreement. Remuneration is negotiable.

Further information about the appointment is available from: The District General Manager, Mr Michael Fletcher, at East Herts Hospital, Stanstead Road, Hertford, Herts SG13 7HU, tel. 0992 558282, extn. 290, who will welcome discussions with intending candidates. The final date for the receipt of applications, accompanied by detailed curriculum vitae, which should be sent to the District General Manager, is 24th June, 1985.

### THE STONHAM HOUSING ASSOCIATION (Southampton Branch) require

## PROJECT LEADER

£8,262 to £9,477 (40-hour week)

To lead a team being set up to provide residential care for 14 people recovering from mental illness. The post offers a challenging opportunity for progressive and innovative work with this new venture in community care.

He/she will be responsible for a team of three project workers and three part-time ancillary staff.

The post is non-residential but sleeping-in duties may be required. Candidates should have experience in this field of work; a relevant qualification in social work, nursing or a background in the caring professions would be an asset.

For an application form and job description please write to:

Stonham Housing  
Association Ltd.  
9 The Avenue  
Southampton  
SO1 2SR

### WORKER FOR LONDON HOMELESS RESETTLEMENT TEAM

The Church Army maintains a resettlement team for homeless people in London, based in Marylebone. A vacancy will shortly arise for an additional worker to join this team. Applications are invited from those who have an interest in the whole field of the homeless and are in sympathy with the aims and objectives of the Church Army. Applicants will be expected to develop a good understanding of welfare rights and also develop personal skills. Mobility is important and a current driving licence will be needed. For an informal discussion please ring Joyce Harris on 01-723 1002. Applications should be sent to: Captain T. Drummond, The Church Army, Independent Road, London SE8 9LG, to reach him by 28th June, 1985.



### EL SALVADOR COMMITTEE FOR HUMAN RIGHTS seeks a

## CO-ORDINATOR

to organise information, campaigning and education work on refugees and displaced people, political prisoners, aid projects and the whole range of human rights concerns in El Salvador. Some evening and weekend work necessary. Fluent Spanish a strong advantage. Salary £7,300 (under review).

Details (SAE please) from 20 Compton Terrace, London N1 2UN. Closing date for completed applications June 26th.

### COURSES



### DO YOUR STAFF UNDERSTAND THE NATURE OF RACISM AND HOW THEY CAN COUNTER IT IN THE WORKPLACE?

A Training in Racism Awareness Course can assist in:—  
— raising awareness  
— creating a better understanding of how to deal with racism  
— developing strategies to counter racist practices.  
AFFIRMATA — an equal opportunities and consultancy agency — is running two four-day courses in central London, 15th-18th July 1985.  
For information, write: AFFIRMATA, PO Box 193, London NE 8TF, or phone: 01-358 6377.

### COMMUNITY DEVELOPMENT WORKER

(£7,170 - £7,661 inc.)

#### ... TO SHARPEN THE SHARP END!

Firsthand Ltd runs a multicultural Centre on one of the largest and most deprived housing estates in West London. The problems experienced by tenants are mammoth and growing, and Firsthand Ltd works at the sharp end.

Following a review of a management re-organisation undertaken two years ago, Firsthand Ltd's staffing is being modified. This includes the appointment of a Community Development Worker (Scale 3). In addition Firsthand staff will be joining other community workers on the estate to adopt a Team approach to the work, and to jointly run a Resource Bank. We are looking for a worker who has sound fieldwork experience, an understanding of the dilemmas and difficulties surrounding community action, and unflinching energy.

If you think you can sharpen us up, apply.

For application form and further particulars, contact:

Father Tony Convery (Chairman), on

01-743 8334

and return completed forms to:

FIRSTHAND LTD.

FATIMA COMMUNITY CENTRE

India Way, London W12

by Wednesday, 19th June, 1985

### SOCIAL SERVICES DEPARTMENT

#### Senior Personnel Officers (3)

£12,507 — £13,451 p.a. (incl.)

#### Personnel Officers (2)

£11,652 — £12,273 p.a. (incl.) pro rata for job-share (one full-time, one 17½ hour job-share).

#### Senior Personnel Assistant

£9,780 — £11,355 p.a. (incl.) pro rata (17½ hour job-share)

These new posts created after a review of the personnel function offer an exciting opportunity to become involved in a wide range of personnel activities in a progressive employee relations environment.

The Senior Personnel Officers will lead small teams assisting the Principal Personnel Officer in the management and development of a departmental personnel service to some 2,500 employees.

You should be thoroughly conversant with personnel practice procedure and for the senior posts you must have taken an active involvement in employee relations matters. Ideally you should be IPM qualified, but more important is the personality and confidence to communicate effectively at all levels, both orally and in writing.

Camden is totally committed to Equal Opportunities policies in service provision and employment. Members of ethnic minorities are under-represented in this work area in relation to Camden's population profile and applications from members of these groups will be particularly welcome.

For more information please contact Denise Stevens on 01-837 3363, ext. 257, between 9.30-5.30 a.m. or 4.30-5.30 p.m. Application form from and to be returned to: Director of Social Services, Willing House, 356/364 Gray's Inn Road, WC1X 8BH or telephone 01-837 5621 (ansafone) quoting ref no 10271/G. Closing date: 26th June, 1985.



equal opportunity employer

Applicants are considered on the basis of their suitability for the post, with equal opportunities for women, black/mixed minorities, lesbians and gay men and people with disabilities, and regardless of marital status, age, creed/religion and unrelated criminal conviction. All posts are open for job-sharing.

### LEISURE SERVICES DEPARTMENT

Applications are invited for 2 posts vacant in the Medlock Valley. This is a Greater Manchester River Valley Scheme and runs for 10 miles from the moor north of Oldham into the City of Manchester.

#### CHIEF WARDEN

SO1 — £9,477-£10,107 pa

The person appointed will head a team of 5 countryside wardens and other information and maintenance staff and be responsible for the day-to-day running of 10 square miles of urban fringe river valley including an area of designated Country Park. Main duties include staff direction and supervision, organisation of staff and management policies, promotion of public and educational use of the valley, interpretive planning, administration and financial control.

#### WARDEN

Misc 7/8 — £6,081-£7,329 pa

The person appointed will work under the direction of the Chief Warden. Main duties include: organisation and supervision of maintenance, information and maintenance staff; interpretation work such as leaflets, talks, events and schools' work. Preference will be given to candidates with warden/trainer experience or related fields such as conservation or teaching. A current driving licence is required.

Further details and application forms can be obtained from: Director of Leisure Services, Leisure Services Department, PO Box 46, Civic Centre, West Street, Oldham OL1 1XJ. Tel. 061-479 1661. Closing date: 18th June, 1985.



### ASSOCIATION OF COMMUNITY HEALTH COUNCILS FOR ENGLAND AND WALES (ACHCEW) need an

## INFORMATION OFFICER

ACHCEW services and promotes local Community Health Councils which represent patients and consumer interests within the NHS.

This new post, funded for one year, involves creating a more efficient system for storing and accessing a large amount of information on health and health services, the work of CHCs and related topics. Micro-computer experience an asset. Terms and conditions of service will be those of NHS staff and the salary will be on scale 8: £9,509 + L.W. of £1,084 p.a.

Small office, easy to reach by public transport but without access for disabled people.

Applications, with CV and the names of two referees, should be sent to ACHCEW, Mark Lemon Suite, Barclays Bank Chambers, 254 Seven Sisters Road, London N4 2HZ, by 21st June. Tel: 01-272 5459 / 5450.

### FUND RAISING OFFICER

within the Appeals Department, urgently sought to continue the development of a schools' fund-raising project. Must be enthusiastic and organised. Responsible position involving some public speaking as well as some typing and clerical duties.

Salary £7,000 p.a. plus L.Vs.

Application form from:

THE MULTIPLE SCLEROSIS SOCIETY

295 Munster Road

London SW9 6AP

Telephone 01-391 4022

Closing date for completed applications: 21st June, 1985.

### SANAD

Community Service in Palestine

Micro-Computer Systems Instructor

Educational Toys Design/Instructor

Medical Laboratory Technician

also BFL Technicians

All posts with Palestinian communities under Israeli rule and occupation.

One-year contract starting approximately end of August. Volunteer terms. Flights included.

Send short cv and see to: SANAD, PO Box 91, Exeter EX4 4JQ.

### Head of Policy Division

The National Consumer Council is looking for a new Head of its Policy Division as a result of internal promotion.

The Head of Policy, a member of NCC senior management team, must also have the ability to manage a small group of experienced researchers and to commission external research. The successful candidate will be expected to make a substantial personal contribution to the development of consumer policy. Current issues include the liberalisation of shop hours legislation, privatisation of British Gas, reforming the social security system, and improving air transport in Europe. A knowledge of consumer affairs and economics and the ability to understand legal jargon would be an advantage. Being able to think and write clearly about complex issues is essential.

The Council is funded by the Department of Trade and Industry to represent consumers' interests to government, nationalised and private industry, public, professional and private services. The Policy Division ensures that the Council has a sound base of research, information and advice on which to base policy.

Salary £14,195-£18,789 (including London Weighting and subject to 1985 civil service salary scale increases).

For further information and application form please ring Sharon Hancock on 01-222 9501 at NCC, 18 Queen Anne's Gate, London SW1. Closing date for completed applications: 30th June, 1985.

This is a second advertisement and previous applicants need not apply.



### NORTHERN REGION LOW PAY UNIT

The Low Pay Unit is about to extend its network of regional offices by opening a new Unit in the North East, sponsored by Tyne & Wear County Council to be based in Newcastle.

**PROJECT DIRECTOR — £10,716 PA**  
**SECRETARY/ADMINISTRATOR — £8,004 PA**  
**PROJECT WORKERS (3 posts) — £8,004 PA**

are required to staff the new Unit, which will provide low paid workers with advice and information on minimum wage protection, employment rights and benefit entitlement. The Unit will also research into, and campaign around, the growing low pay problem within the region. Applicants should have good knowledge and experience of at least two elements of the project. The Project Director, responsible for the day-to-day running of the Unit, should have a strong background in organisational ability and communication skills, and some knowledge of Local Government and Trade Unions.

The Secretary/Administrator should be capable of assisting with all aspects of the project. Applicants should have good secretarial skills and proven administrative ability. Word processing skills would be an advantage.

**WEST MIDLANDS LOW PAY UNIT**  
was established in 1983 with funding from the West Midlands County Council. The Unit is eager to build on its initial success and requires:

**PROJECT WORKER — £8,004 PA**

to join an existing team of four people. Previous experience in benefit advice work, community organisations, law centre or trade unions is a strong commitment to working with ethnic minority, women's and young people's organisations.

For further information contact Liz Morton on: 021-643 3972. Letters of application, including details of work experience and the names of two referees, should be returned by 19th June, to: Regional Campaigns Director, The Low Pay Unit, P.O. Box 48, Manchester, M60 1LT.

The Low Pay Unit is an equal opportunities employer.



## SENIOR HOUSING OFFICER

c.£9,000 — £11,000 p.a.

Plus car

The Sutton Housing Trust.

There is a vacancy at the Trust's Head Office in Tring for a Senior Housing Officer who will supervise the management of approximately 2,000 properties situated on 13 estates in the south of England excluding London. There are resident management and maintenance staff on each estate.

Experience in housing management is required, preferably with a Housing Association. A relevant professional qualification will be an advantage. Benefits include free pension, sick pay, life insurance and personal accident insurance schemes.

Please apply in writing to:

The Director,

The Sutton Housing Trust,

Sutton Court,

Tring,

Hertfordshire HP23 5BB.

for an application form and further details.

### INNER LONDON PROBATION SERVICE

#### PROJECT WORKER (COMPUTING)

(£8,115-£9,027 P.A. INCLUSIVE)

Applications are invited from candidates with experience in computing and social survey methods, to form part of a research-oriented field work Probation team based in North London.

Responsibilities include:  
Use of micro-computers and a bureau mainframe service; using SPSS (knowledge of the SPSS database management system would be helpful); use of statistics; some work with clients.

The post would suit a graduate with relevant experience who is sympathetic towards the work of the Probation Service. Conditions of Service are broadly in line with Local Authorities.

The Inner London Probation Service provides equal opportunity regardless of the sex, race, colour, ethnic or national origin of its employees.

Application forms and job descriptions are available from the Personnel Department, Inner London Probation Service, 73 Great Peter Street, London SW1 (Tel: 01-222 5656).

Internal inquiries to: Miss M. Rhys, Senior Probation Officer (Tel: 01-272 5462).

Closing date for returned application forms: 21st June, 1985.

### SOUTH WEST LONDON PROBATION SERVICE (London Boroughs of Kingston upon Thames, Merton, Richmond upon Thames and Sutton)

## TEMPORARY PROBATION OFFICERS

From time to time this Service needs to employ temporary probation officers either full-time or part-time to fill gaps caused by, for example, maternity leave, long-term sick leave or a delay before a newly-appointed member of staff is able to take up post. We are seeking to set up a panel of former probation officers who would be available as locums.

If you are interested please write for an application form to the Chief Probation Officer, Miss S. A. Hurrell, 23 High Street, Kingston upon Thames, Surrey, KT1 1LG. (Tel: 01-546 0018).

### GREATER LONDON EMPLOYERS' SECRETARIAT ASSISTANT EMPLOYERS' SECRETARY

(INDUSTRIAL RELATIONS)

Salary: £16,290 — £18,354 p.a. inc. (Pay Award Pending) Grade P06/7

This is a key post within the Greater London Employers' Secretariat which has become vacant on the departure of the previous postholder as Chief Officer with a London Borough.

The appointment requires a high calibre professional to take a leading role in the personnel and industrial relations services provided by the Secretariat to the 32 London Boroughs, GLC and ILCA.

Ideally, applicants should be able to demonstrate considerable experience relevant to:

— conducting negotiations with trade unions — advising on the interpretation and application of the relevant national and regional service conditions agreements

— participation in arbitration and conciliation services

— advising elected members, chief officers and their staffs on personnel and industrial relations policies, procedures and practices, developments in employment law and practice

— participation in the training activities of the Secretariat as required

— participation in the general management of the Secretariat as a member of the Secretariat Management Team.

The post is subject to the conditions of service of the NCC for Local Authorities APT & C Services.

Application form and further particulars are obtainable from the Employers' Secretariat, Greater London Employers' Secretariat, Alembic House (First Floor), 83, Albert Embankment, London SE1 7TT. (Tel: 01-355 6165). Closing date 1st July, 1985.

### MID GLAMORGAN COUNTY COUNCIL

Social Services Department

## DAY CARE MANAGER

Hafod Deg Community Mental Health Centre, Rhymney

£8,532 — £10,107 per annum

Hafod Deg is a Mental Health Centre which accommodates 20 clients on a daily basis.

We aim to provide a therapeutic environment for clients who have already experienced problems with their mental health. There will be a developing emphasis on reaching people who are at risk of becoming 'ill'.

The Manager will be responsible for two Day Care Workers and Sessional Staff.

Applicants should possess an appropriate professional qualification and recent experience of working in a mental health/illness setting. They should have knowledge of current mental health issues and practices. We are looking for someone who would be enthusiastic and committed to this model of day care, with an ability to experiment with and develop new approaches of care.

If you are interested in developing and contributing to Community Mental Health in the Rhymney Valley please write for further details to Director of Social Services, Mid Glamorgan County Council, Glynrhondda Road, Cardiff.

NATIONAL CONDITIONS OF SERVICE

Application forms, to be returned by 17 June, 1985 are available from the Director of Social Services, Mid Glamorgan County Council, Glynrhondda Road, Cardiff or tel. Cardiff (0222) 28033, ext. 615/616.

CANVASSING WILL DISQUALIFY.

## GLC

Working for London

Our equal opportunities policy can work for you. In many areas of the Council's work women, ethnic minorities, and people with disabilities are under-represented. Our positive approach to equal opportunities is aimed at redressing the imbalance and we would particularly welcome their applications for the post.

### Outreach & Liaison Worker for Youth

Ethnic Minorities Unit

This post has the important task of helping the Council to respond to the special needs of young women and men from London's ethnic minority communities. The aim of the outreach and consultation work is twofold: to develop and implement comprehensive and co-ordinated GLC positive action programmes and to promote youth leadership and participation in decision making at Council and local levels.

A broad knowledge of the needs of ethnic minority young people and experience of working with their organisations is required, together with strong innovative and motivational abilities.

£14,781-£16,545 inc. Ref: D16/002

Write to DG Staff Section, Room 303 at 01-632 2790.

Application forms must be returned by 14 June 85.

To obtain your form write to the appropriate Staff Section, quoting the ref. and room number on the envelope, to: GLC, The County Hall, London SE1 7TB. Or telephone the number given.

The GLC is an equal opportunities employer.

We invite applications from women and men from all sections of the community, irrespective of their ethnic origin, colour, sexual orientation or disability, who have the necessary attributes to do the job.

Job sharing arrangements are open to all applicants.

### Building and Surveying Works Department

## Principal Building Maintenance Surveyor

Grade PO1C, £12,243 — £13,326 p.a.

plus £1,017 L.W. and Supplements

The successful applicant will preferably be qualified but essentially will have had a wide experience in building surveying and control of surveying staff.

He/she will be responsible for the work of a number of surveyors who will be carrying out surveys on public buildings, preparing specifications, contract documents and supervising works to final account. A car user allowance is payable.

This post is not suitable for job sharing.

Application forms and job descriptions from the Personnel Division, Room 1, Brent Town Hall Annex, Kings Drive, Wembley, Middlesex HA9 6BU returnable 29th June 1985 telephone 01-903 0371 (24 hour ansafone service).

Reference number W624 must be quoted.

London Borough of

BRENT

Brent is an Equal Opportunity Employer

### IMPACT HOUSING ASSOCIATION LIMITED

## Resident Hostel Manager

required for 10-bed hostel scheme for the recovering mentally ill

\* Scheme jointly managed by the Association and Cumbria Social Services;



WOLVERHAMPTON BOROUGH COUNCIL

Wolverhampton Council welcomes applications from all sections of the community irrespective of an individual's sex, ethnic origin or colour and from people with disabilities who have the necessary attributes to do the job.

**DIRECTOR OF WORKS**

£21,597-£23,649

As part of a complete restructuring of the environmental and technical services provided by the Council, a new post of Director of Works has now been established.

The Director, who would be a member of the Chief Officers Management Team, would be responsible for the following functions:

- (1) Building Works
- (2) Transport and Plant Maintenance
- (3) Highways and Sewers construction and maintenance

The Director would report to a Sub Committee of the Policy and Resources Committee for the effective management of these services and for their efficient organisation, control, direction and planning.

The Works Department will number in excess of 1,000 employees and the successful applicant would be expected to fulfil the Council's strong commitment to an efficient and effective DLO and a good quality service to the residents of Wolverhampton.

This demanding position will require a suitably qualified person with outstanding qualities of drive and initiative together with extensive management ability and experience preferably gained in a large organisation.

The post carries an essential user car allowance.

**OFFICE OF THE PRINCIPAL OFFICER AND POLICY CO-ORDINATOR**

**PERSONAL ASSISTANT**

£11,259-£14,358

In 1984 following the retirement of the former Chief Executive and Town Clerk the Council decided to create a new post of Principal Officer and Policy Co-ordinator in order to give increased emphasis to co-ordination in the use of the authority's resources and energies in pursuit of the Council's policies.

The post of Personal Assistant heads the Secretariat currently comprising six posts and provides support to the Principal Officer in his 'first officer' role and plays a key part in co-ordinating and liaising with other parts of the office, other departments and the elected members.

The secretariat also provides a personal research and intelligence resource for the Principal Officer and through him for senior members.

Applicants for the post should be appropriately qualified, enthusiastic and energetic and capable of working with a minimum of supervision.

The ability to communicate orally and effectively in writing is essential.

**POLICY UNIT**

**RACE RELATIONS AND EQUAL OPPORTUNITIES ADVISER**

PO d/e up to £15,387

The postholder will be the lead officer for the Council's Race Relations and Equal Opportunities Committee and will take responsibility for working closely with the authority's most senior management to review existing services and departmental procedures.

The officer also shall advise on overall policy in relation to the use of posts to be funded under Section II and the monitoring of such posts and other duties will include research, dissemination of information, preparation of reports, attendance at committees, public speaking engagements, etc.

Applicants should be suitably qualified with a proven track record of working with ethnic minority organisations and local government experience will be an advantage.

The postholder will liaise closely and be assisted by an Equal Opportunities Adviser (Women) and an Administrative Assistant within the Policy Unit and these posts will be linked to a new team which has been established in the Personnel Division and is responsible for equal opportunity aspects of the authority's employment policy.

NB. This is a re-advertisement. Previous applicants need not re-apply.

Application forms and further particulars from Controller of Personnel and Management Services, Civic Centre, St Peter's Square, Wolverhampton WV1 1SH. Telephone (0902) 27811, extension 2188.

Closing date: June 28, 1985.

WOLVERHAMPTON

the pace setter

**Probation Service Assistants**

Applications are invited for vacancies which will arise shortly for probation service assistants to be assigned to various offices within the Middlesex area which comprises the London Boroughs of Enfield, Haringey, Barnet, Brent, Harrow, Hillingdon, Barking and Havering.

Probation service assistants undertake a variety of tasks supporting and extending the work of the probation service, including assisting probation officers in court, some report writing, as well as giving basic practical assistance and information to clients.

Applicants should have a good educational background and communication skills. Previous social work experience, in either a voluntary or paid capacity, is essential. Minimum age 21 years. Ability to drive essential.

Salary is on the scale £5,525-£8,568 plus London weighting allowance of £1,248 and £253 excess rate. Starting point is dependent upon qualifications and experience.

Forms of application to be returned by June 19, 1985 and further information are available from: The Chief Probation Officer, Middlesex Area Probation Service, 1-4 King Street, Covent Garden, London WC2E 8BN. Tel: 01-549 1735.

MIDDLESEX

AREA

PROBATION

SERVICE

**PEAK DISTRICT NATIONAL PARK**

**ECOLOGIST**

(£9,477-£11,025)

(re-advertisement)

This new post reflects the growing importance placed by the Peak Board on the ecological aspects of conserving the National Park's rich landscape heritage.

The ecologist, who must be an experienced professional, will continue the expansion of a service previously provided by consultant. He or she will conduct surveys and research and advise on land management policies and programmes. Encouraging and advising farmers on conservation matters will be an important aspect of the work.

Car allowance. Superannuation and removal allowance schemes.

Full details and application forms from National Park Office, Peak Park Joint Planning Board, Aldern House, Baslow Road, Bakewell, Derby, DE4 1AE. Closing date 30th June 1985.

Previous applicants will be re-considered and need not re-apply.

NORTHERN ADVISORY GROUP

ON DISABILITY

**DEVELOPMENT OFFICER**

NAGD is a regional organisation of Associations and Councils for the Disabled operating throughout the Northern Region. A Development Officer is required to support and develop existing organisations and to facilitate new Council/Associations where necessary. The successful candidate will be over 25 years of age, and will be suitably experienced in development work, communication, and have an awareness of the needs of people with disabilities.

For job description and application form, write to NAGD, The Dene Centre, Castles Farm Road, Newcastle upon Tyne NE3 1PH.

DIRECTORATE OF SOCIAL SERVICES

**Hospital Social Work Manager**

£13,983 — £15,015

**MANAGE A LIVELY SOCIAL WORK TEAM**

Applications are invited from qualified Social Workers with a minimum of five years experience for this important position, due to the retirement of the present postholder. The applicant should have substantial management experience, should have worked as a Hospital Social Worker and preferably in an Area as well. Additionally a management qualification or training will be an advantage. The Hospital Social Work Manager is accountable to the Assistant Director (Fieldwork) and is a member of the Fieldwork Management Team. The Department is responsible for providing a Social Work Service to all the Health Service Establishments within the Borough. There are four generic teams based on two main sites with some out-postings and Social Workers are attached to Specialist Units. The establishment of 32.5 FTE plus supporting secretarial staff is lively and go-ahead; uses a variety of Social Work methods, regularly supervises students, continues to work with clients in the Community and accepts full responsibility, when appropriate, for Statutory Work. There are very good relationships, both with the multi-disciplinary teams in the Hospital and with Area-based colleagues and there is considerable joint work with Area Social Workers.

If this post appeals to you, why not ring the present Manager, Lorna Stewart, or one of the Team Managers for further information? Tel: 01-355 5555 or 01-358 8141. Shortlisted candidates will have the opportunity of discussing the post informally with Mervyn Devaux, Assistant Director (Fieldwork).

**PILOT PROJECT — MENTAL HEALTH CARE IN THE COMMUNITY**

This new DHSS-funded pilot project will bring sixteen long-stay patients at Bexley psychiatric hospital back to ordinary supported housing in Greenwich over three years. Greenwich Health Authority will then continue funding the project. The team of seven full-time and three part-time staff will assist residents to move from hospital and provide continuing support from the local project base according to individual needs of residents.

The project involves close working contact with patients and their families, hospital staff, community health service staff, a Kent University research/evaluation team, Housing Associations, the Directorate of Housing Services, Greenwich MIND and other agencies on the project Steering Group. It will also co-operate closely with other community mental health resources in Greenwich including the St John's Park Hostel, the Abbotsford Hostel, the Lansdowne Lane Community Mental Health Centre and Crisis Intervention Unit and Mabel Polley House for elderly, severely mentally infirm residents.

**Project Leader**

£10,107 — £11,025

plus casual car user allowance

To establish, develop and monitor the success of the project in consultation with other agencies involved. To appoint, train and co-ordinate the work of the staff team. To establish and run the project base as a community resource for clients and staff.

The successful applicant will have a relevant qualification for example in social work, clinical psychology, occupational therapy or psychiatric nursing, an imaginative approach to providing mental health services, some management experience and experience of residential and/or community mental health services. She will be able to negotiate at a senior level with other authorities and organisations.

**Occupational Therapist**

£9,189 to £9,771

plus casual car user allowance

To provide occupational therapy expertise as a member of the team in the planning of the project, assessment and rehabilitation of residents leaving Bexley hospital to live in local accommodation.

Close contact with Occupational Therapy services in Greenwich and at Bexley Hospital. Applicants should have a relevant qualification, a broad approach to community mental health services and some relevant experience. There is a multi-racial population within the Borough.

For further information about both posts contact Sue Gillespie on Ext. 3057, Catherine Briscoe on Ext. 3004, or Sue Penny on ext. 3065 who can also arrange for informal discussions with Bexley Hospital social workers.

**Senior Social Worker**

(Visually Handicapped People)

£9,771 — £11,373

This new post, based at headquarters, will join our existing Technical Officer and Mobility Officer in providing a Specialist Service for Visually Handicapped people. There are also two other Social Workers for Hearing Impaired people in the Section. Finance permitting, we hope to further expand our service to Sensory Impaired groups.

The main duties of the post are:

- to be a resource for Area based staff on work with Visually Handicapped people.
- to encourage and participate in the development of services for this client group.
- to carry a small caseload.

We are looking for someone with at least 2 years post-qualifying experience who has preferably already worked with Visually Handicapped people and who now wishes to specialise further with this often neglected and under-served group. The post provides a real opportunity to help 'improve our service provision in this area.

**Social Workers**

£8,661 — £11,373

Pro rata for Part-time posts

**Social Work Service to the Health Service**

Qualified Social Workers required to work in the hospitals in Greenwich.

Post 1 — 17½ hours

Are you interested in working in an active Geriatric Unit which is multidisciplinary and fully committed to rehabilitation and enabling resettlement in the community to be practicable? We require a part-time qualified Social Worker who can show that she/he is already interested in work with this client group and their families to join two other Social Workers working in the Unit and who can help and provide a good and innovative service.

Post 2

We are looking for a full-time experienced Social Worker for our Paediatric Unit based at the Brook Hospital. A small amount of adult work with children in the nearby military hospital will be included in the post. The successful candidate will be an energetic professional worker, preferably with both hospital and fieldwork experience with children and their families. The Unit is lively and go-ahead, fully multidisciplinary, where the social work contribution is valued and where there are good opportunities to develop social work with sick children, both acute and chronic illnesses. There is also work with 7-abused children and their parents, and knowledge and experience of this work would be an asset.

Post 3 — 17½ hours

We are looking for a qualified Social Worker to work at Goldie Leigh, a Health Authority Establishment for mentally handicapped children and young people which is soon to close. The Greenwich residents are due to move into a new development in the summer as part of the Community Care initiative and the worker will be very much involved with this move.

Grache facilities might be possible. Car drivers desirable. Possibility of student supervision for suitable applicants. You would be joining a go-ahead department of four teams working in all the hospitals in Greenwich who work very closely with field work and residential colleagues. Supervision is seen as a priority and the teams are committed to developing new ways of working. For further information, telephone Lorna Stewart, Principal Social Worker (Hospitals), or Team Leader, Ida Bastenpulle, for Posts 1 & 2, and Team Leader, Cebile Craig for Post 3. Tel: 01-856 5555 (Ext. 2345).

Application form from: Directorate of Social Services, London Borough of Greenwich, 50 Woolwich New Road, London SE18 6HQ. Tel: (01) 854 5555 Ext. 3073.

DIRECTORATE OF HOUSING SERVICES

**Estate Officers**

£9,189 — £9,771

**LOCAL SERVICES FOR LOCAL PEOPLE**

If this is what you believe Housing Management should be and are prepared to bring your skills to Greenwich to help us achieve it, then we would like to meet you.

The work will be personally demanding and you will need to have had at least two years experience working with people in a housing related job.

We will be asking you to manage an area of around 700 properties, and to be responsible for the usual repair, rent arrears, caretaking supervision activities, but we also want that extra something that turns a Housing Officer into an important neighbourhood asset.

If you think that you have the personality, commitment, drive and can develop the knowledge to work effectively with your tenants to manage and improve the neighbourhood, then please apply.

Application form from Directorate of Housing Services, London Borough of Greenwich, 50 Woolwich New Road, Woolwich SE18 6HQ. Tel: 01-854 5555 Ext. 3761.

Closing date: 21st June, 1985.

THE COUNCIL POSITIVELY WELCOMES APPLICATIONS FROM WOMEN, ETHNIC MINORITIES AND DISABLED PEOPLE

**GREENWICH**

People and Services First

**PUBLIC**

**APPOINTMENTS**

Appear in

The Guardian

on Wednesdays

**SOUTHLAND BLACK WOMEN'S CENTRE**

is looking for an

**EMPLOYMENT WORKER**

(ASIAN LANGUAGE IS ESSENTIAL)

Knowledge of Welfare rights desirable. Funded by G.L.C. until March 1986. Salary approx £8,500.

For further details and job description, write to Southland Black Women's Centre, 92 Northcote Avenue, Southall, Middlesex, or ring 01-843 0576 / 01-874 5122.

Closing date for applications 17th June.

**Assessment Officer**

(Ref H99)

Salary: £8,772 — £10,362 p.a. Incl. (subject to a Review of the Section)

The Housing Directorate of the London Borough of Lambeth has to tackle a number of complex housing problems as well as those other issues facing a multi-racial inner city community. The Special Housing Services function recognises the need to maintain and develop the concept of care within the community in order to meet the increasing needs of groups such as the homeless, the mentally ill, the handicapped and the elderly.

As an Assessment Officer you would join the team who are responsible for the interviewing, visiting and assessing of the homeless, the potential homeless and waiting list applicants.

You must be capable of working in a highly pressured environment where excellent communication skills are indispensable not only when dealing with applicants but also Government Departments, Advice and Law Centres and landlords. A sympathetic, firm and flexible approach is essential to deal effectively with applicants in sensitive and emotional situations.

You should have relevant experience of interviewing in a stressful environment but more important is the ability to display a sound understanding of the demands and needs for housing by the homeless within an inner city multi racial community. A knowledge of the Housing (Homeless Persons) Act 1977 is desirable. We would be interested to consider applications from individuals who wish to work on a part-time basis under the council's job share agreement. Closing date: 17 June, 1985.

**A part-time opportunity for a Personnel Officer**

17½ hours per week

(Ref H97)

Salary: £4,673 — £5,426 per annum inclusive (£12 — £25.95 per hour)

We require a Part-time Personnel Officer to join our small team providing a comprehensive personnel service to the Directorate of Housing.

Lambeth is the forefront of decentralising its services and the Housing Department is currently undergoing a period of intense development and change, where the Personnel Department is playing a key role in the implementation.

We wish to recruit a Part-time Personnel Officer to cover the full range of services to two of the Sections which have been decentralised, particular emphasis in the work will be placed on ensuring that the professional services of the department relate directly to the needs and pressures of staff and services operating in this large multi-racial borough.

Your work will be extremely varied but in the immediate future you will be particularly involved in industrial relations, recruitment and selection and providing advice and support to local managers in all aspects of the Council's personnel policies and practices including Equal Opportunity policies and initiatives.

We wish to appoint someone who:

- can demonstrate an understanding of the full range of personnel duties, particularly industrial relations.
- is able to respond to the pressures on the department which require flexibility, imagination and communication skills.
- whilst not having previously worked in a personnel department, can show an awareness of the issues that are involved in such a post and be able to respond positively to the changing needs of this large diversified organisation.

Appointments to this post will be made in line with the Council's Job Share Scheme.

**An opportunity to use your administrative skills & obtain sound personnel experience**

(Ref H98)

Salary: £8,772 — £9,510 per annum inclusive

In addition to the above post we are looking for someone to head and organise the Administrative Team within the Personnel Section.

Your work will be a combination of the supervision of the administrative work and undertaking some of the professional duties of the Section. This is an ideal opportunity for someone with sound administrative experience and supervisory skills who now may wish to obtain experience and training in personnel work.

The person appointed will need:

- An understanding of the role of the Personnel Department in a large diversified organisation.
- Be able to respond to the pressures on the Department by co-ordinating the tasks and the staff within the Section in an efficient and supportive manner.
- To use his/her understanding and awareness of a multi-racial inner city environment to apply the Council's Personnel policies, including Equal Opportunity, at a practical level; given that a large amount of the work involves constant contact with the public and staff.

Individuals can apply for job sharing.

In addition to the provisions of the scheme, Lambeth's Conditions of Service include the equivalent of more than five weeks annual leave and a Season Ticket Loan or Car Allowance.

Closing date 25 June, 1985.

Application forms and further details are available from the Personnel Division, DHPS, London Borough of Lambeth, 1st Floor, Hambrook House, Porden Road, London SW2 and by telephone on 01-274 7722, extension 2053.

As part of Lambeth's Equal Opportunities Policy, applications are welcome from people regardless of race, creed, nationality, disability, age, sex, sexual orientation or responsibility for children or dependants.

**LAMBETH**

SERVICES WELL WORTH DEFENDING

**GENERAL**

**NORTHUMBERLAND COUNTY COUNCIL**

**SENIOR ADMINISTRATIVE OFFICER**

SCALE 901 £9,477-£10,107 p.a.

The successful applicant will be responsible for planning, implementing and reviewing arrangements for school transport in Northumberland.

School transport is a vital part of the Education Service. The postholder will have day-to-day responsibility for the control of the revenue budget (the excess of £2m per annum). Of primary importance will be the review of transport network to ensure they reflect rapidly changing population changes and are cost effective. You will need to work closely with officers in the County Joint Public Transport Team, Transport Operators and Roadside Services. Applicants should have experience in review and analysis of complex problems. Whilst this experience is not essential, it would be an advantage to have a few years experience in transport planning and who is keen to broaden their experience. Membership of the Chartered Institute of Transport would be an advantage. The present post holder has been appointed to a senior post in the County Supervisors Department.

For application form and further details please ring Moragh 10670-514545 ext 3653. Closing date: June 17, 1985.

Salary £8,910 (on Northumbria FE Lecturer II Scale). Conditions of Service for Local Authorities APT and C Stat.

Further details and application forms, returnable June 21, 1985, send a.s.c. to Director of Education, County Hall, Morpeth, Northumberland NE61 2EP.

EDUCATIONAL SERVICES FOR UNEMPLOYED ADULTS

**DEVELOPMENT OFFICER**

Will be responsible for developing educational opportunities appropriate to the needs of unemployed people and establishing a resource service and training for relevant staff and volunteers. The officer will work in close association with the County Technical College, Community Education Staff, the LEA Advisory Service, Remounted Services and Voluntary Organisations.

The appointment is for 2 years beginning September 1, 1985 or as soon as possible thereafter. Relevant qualifications and experience will be sought.

Salary £8,910 (on Northumbria FE Lecturer II Scale). Conditions of Service for Local Authorities APT and C Stat.

Further details and application forms, returnable June 21, 1985, send a.s.c. to Director of Education, County Hall, Morpeth, Northumberland NE61 2EP.

**Project Leader**

for new

**Alternative to Custody**

**and Care Programme**

**Camden**

Social Workers, youth workers and others experienced in working with and on behalf of children in trouble, are invited to apply for this post in a new and exciting joint venture between Save the Children Fund and the London Borough of Camden.

Creativity, imagination, organisational ability and personal effectiveness in changing the attitudes of decision-makers are amongst the qualities sought for this innovative project. The major aim is to utilise existing facilities in the Community, to provide credible and effective programmes as alternatives to custody and care. Staff will act primarily as advocate, counsellors and intermediaries between young people in trouble and those who control access to local resources.

Candidates will be expected to demonstrate experience in similar settings and a thorough understanding of the operation of the juvenile justice and care systems. Salary: £02-£10,404 to £11,025 + £1,248 London Weighting. For a discussion about this post phone Mike Bernstein on 01-743 3311.

For application form and job description please write, enclosing s.a.c., to: Maureen Muddell, Personnel Officer, The Save the Children Fund, 17 Grove Lane, Camberwell, London, SE5 8RD.

Closing date: 21st June 1985.

**Save the Children**



**ROYAL COLLEGE OF GENERAL PRACTITIONERS**

**FACULTY LIAISON OFFICER**

Salary in the range £7,500-£9,100 inclusive of London Weighting

The College has a membership of nearly 13,000, located in Faculties or regions throughout the country. A new position has been created to take responsibility for the liaison between the Faculties and the College headquarters and for the development of future Faculty development.

Other duties will include the administration of the Faculty Development Fund and the organisation of the Annual Faculty Secretaries' Conference. The successful candidate will be enthusiastic and energetic with a strong interest in PR/ Administration. The post will be based in London but will involve some travel throughout the Faculties.

Telephone 01







**2 YEARS IS A WORTHWHILE STRETCH...**

Ealing's Residential Services Division is strongly committed to a policy of professional development of its staff at all levels. This involves structured supervision, regular appraisal and professional training.

Each year a number of our colleagues are sent on full-time secondments to obtain professional qualifications, and we therefore have opportunities for locum appointments (2 years). If your ideas about career development accord with ours, then read on.

**LOCUM OFFICER IN CHARGE: GRADE 6 (Ref 839SS)**

£9,771-£10,764 pa incl  
7 Mattock Lane, W5

This is a children's home, situated in a spacious Victorian house in central Ealing, catering for up to 12 emotionally disturbed adolescents of both sexes. We work within a fairly structured environment helping adolescents to take responsibility for their actions and encouraging successful management of their own lives.

We would expect applicants to visit the unit informally to meet the staff team. Please telephone 01-579 7763 for further information and to arrange a visit.

**LOCUM OFFICER-IN-CHARGE: GRADE 6 (Ref 840SS)**

£9,771-£10,764 pa incl  
Wolfdene, 275 Hanworth Road, Hampton

This is an out-of-Borough long-stay children's home, working with up to 11 adolescents of both sexes. We employ group-work techniques to help clients gain insight into their own problems and to help them make more useful and constructive relationships.

For further information and to arrange an informal visit please telephone Peter Connolly, Officer-in-Charge, 01-579 2550.

**LOCUM DEPUTY OFFICERS-IN-CHARGE: GRADE 5 (Ref 841SS)**

£8,919-£10,452 pa incl (2 posts)  
The Orchard, 33 Cromwell Road, Teddington

This is a children's home with educational facilities on the premises which caters for a mixed client group of 10 adolescents. A proposed move to another site in Ealing as part of a multi-functional complex is envisaged.

We work in a non-confrontative manner, handing back to the client the responsibility for their actions and behaviour. For an informal discussion and to arrange a visit please contact Keith Sheeh, Unit Manager or Mike Kelly on 01-577 5345.

**FOR EACH APPOINTMENT...**  
Experience of working with difficult adolescents is essential, and a social work qualification is desirable. Each home uses a team approach to work and emphasis is made of good communication and sharing responsibility.

Successful candidates will undertake professional supervision as part of team and individual development. Please quote appropriate reference. Closing date: 21st June, 1985.

Applications from employees of the GLC and MCCs with relevant experience will be welcome.

Application forms obtainable from the Personnel Office, Room A/204, Town Hall Annex, New Broadway, Ealing W5 2BY, Tel 01-540 1995 (24-hour service).

All salaries are inclusive of London Weighting Allowance. All posts are open to male and female applicants unless otherwise stated.

Special consideration will be given to disabled persons whose qualifications and/or experience are relevant to the post for which they apply.

**Ealing**  
London Borough

**INNER LONDON PROBATION SERVICE**  
**SENIOR ADMINISTRATIVE OFFICER (FINANCE)**

(Salary: £12,369 - £13,923 incl)

Applications are invited from suitably experienced candidates for this challenging Management post based in SW1, which becomes vacant in September, 1985, when the current post holder retires.

The successful applicant will have responsibility for the provision of a full range of financial services to this large and dispersed social work Service, which employs 1,100 staff.

Essential to the post is the ability to help formulate financial policies and to organise the work of a Finance Department, comprising eleven staff, to meet both the complex operational needs of the Service and the financial regulations that govern it.

Applicants should have a sound educational background and several years' management experience in Finance, preferably in the public sector and ideally some familiarity with computerised management information systems.

Generous Conditions of Service similar to Local Authorities. ILPS is an equal opportunity employer. Application form and further information available from the Personnel Department, Inner London Probation Service, 73 Grosvenor Street, London SW1P 2BN (Telephone: 01-222 5656).

Closing date: Two weeks from the date of publication of this advertisement.

**TRAINING AND DEVELOPMENT ASSISTANT PRINCIPAL OFFICER**  
(Re-advertisement)  
£13,680-£14,687

This key post has been created within the Department of Personnel and Management Services to provide a full training and development service.

Supported by a team of professional staff, the postholder will plan and implement training programmes to meet a wide variety of needs within the Council's departments, including the introduction of new technology, employee development and youth training.

Ideally, the successful candidate will be educated to degree level and will have a relevant professional qualification (IPM or equivalent). A proven record of achievement in training and development, together with an innovative approach to the design and presentation of training programmes, is essential.

Application forms and further details are available from the Director of Personnel and Management Services, City of Edinburgh Council, City Chambers, High Street, Edinburgh EH1 1PL. Tel: 031-225 2424 Ext 6419.

Closing Date: 21st June 1985.  
Edinburgh District Council is an equal opportunities employer. Applications are invited from women and men, from all sections of the community, irrespective of ethnic origin, disability or sexual orientation, who have the necessary attributes for the post.

IMPROVING SERVICES - CREATING JOBS  
**City of Edinburgh**

**DEPARTMENT OF PLANNING AND ARCHITECTURE**

**Group Planning Officer**

RESEARCH & INFORMATION GROUP P09-12  
£23,982-£25,015 per annum inclusive

Newham is an Outer London Borough which exhibits all the characteristics and challenges of the Inner City.

The Government's own analysis of the 1981 Census showed that Newham had the second highest concentration of urban deprivation of all the 365 local authority districts in England and Wales. At the same time the Borough has many strengths. It contains the Royal Docks, the largest part of the London Docklands area and a fast growing new community in Beckton as well as a diverse range of cultures. Approximately 50% of the Borough's population are of Indian, Pakistani or African-Caribbean origin, one of the largest ethnic minority communities in Britain.

The Council has a very active and progressive Planning Service within which the Research and Information Group plays a vital role. Current responsibilities of the Group include: analysis of census information for the Council; population projections; household surveys; major reports on Newham's ethnic minority communities; vacant land survey; the Department's PLANET computer, and analysis of development control decisions and research input to the Council's overall Borough Planning Statement and Local Plans.

We are looking for someone to lead the Group and who will make a positive input to the Department's work, working closely with the Policy Group, Local Plan Groups and Development Control Group.

Candidates should have: the ability to manage and motivate professional staff; the ability to organise complex research projects; a good understanding of the role of research and information in a planning department in a multi-racial inner city area; and a thorough grounding in the relevant technical skills particularly the use of computers in planning, statistics, survey techniques, information management, monitoring and policy analysis.

If, after receiving job details, further information about the post is required please telephone John Burrows, Assistant Director of Planning on 01-773 1430, extension 3550.

For an application form and further particulars please write to the Chief Executive's Department (Management Services Division), Town Hall, East Ham, E6 2RP, or telephone 01-471 9819 (24 answering service). Please quote reference: ASC11. Closing date: June 21, 1985.

**LONDON BOROUGH OF NEWHAM**

*An Equal Opportunities Employer*

**PSI Policy Studies Institute**

Applications are invited for three posts:

1. A Research Assistant on Arts Policy. PSI has an expanding programme of research on the arts, and a Research Assistant is needed to join the arts team. Applicants should have a good first degree in economics or other relevant subject, and experience of research would be an advantage. Initially for nine months, the post involves collecting and analysing data. Salary in the range of £7,200-£9,600.

2. A Research Officer to work on Arts Centres. For this study of the organisation and activities of arts centres, and of their economic importance, experience of survey work is essential. The post is for 15 months and involves considerable travel. Salary in the range of £11,000-£12,000 p.a.

3. A Research Fellow to work on studies of Youth Employment and Unemployment. This post also involves joining in developing new research in the field of employment policies and vocational training and education. Research experience in social sciences and a committed interest in this field of research are essential. Salary on university lecturer scales depending on experience.

Applications with full CV to: Policy Studies Institute (Recruitment), 100 Park Village East, London NW1 3SR, from whom further details are available. Closing date: 28th June. PSI is an Equal Opportunities Employer.

**Finance and Administration Manager**

Crystal Palace National Sports Centre

A vacancy exists for a Finance and Administration Manager (graded Higher Executive Officer) to be based at Crystal Palace National Sports Centre in Norwood about six miles south east from Central London.

The responsibilities of this position centre on the implementation of effective financial and administration systems; preparing annual revenue estimates and monitoring income and expenditure; preparing and analysing statistics and planning; organising and supervising the work of staff. Additional responsibilities cover security, the issuing and allocation of tickets for spectator events; the reconciliation of ticket sales and the implementation of Health and Safety legislation.

The successful candidate will have proven experience in the financial field, and whilst it will not be necessary to be a qualified accountant, some evidence of studying for a professional qualification will be an advantage. Experience of admissions/box office arrangements as well as general administrative experience is essential.

The salary includes an allowance for frequent weekend and evening duties, an Intermediate London Weighting and pension allowance and is in a scale rising from £11,358 to £14,148 per annum.

Further information and application form (quoting Reference 85/11/FAM) available from Paul Burgin, Personnel Unit, The Sports Council, 16 Upper Woburn Place, London WC1H 0DP. Closing date for applications: 20th June, 1985.

**AN EQUAL OPPORTUNITIES EMPLOYER**

**SPORTS COUNCIL**

**Moors Community Housing Association Ltd**  
require a

**SENIOR EXECUTIVE**

who must be a qualified accountant, have interest in housing and have skill in personnel.

Salary at 40 NJC scale.  
Write giving full c.v., by 13th June, to:  
The Chairperson, M.C.H.A., 20 Spiot Road, Cardiff CF2 2BZ

Phone 0222 462142 for job description.

**PETRUS COMMUNITY TRUST LIVERPOOL**  
has several vacancies arising for

**FULL-TIME VOLUNTEERS**

to live and work at our inner city hostels for the single homeless. Full board provided plus £21 per week. 2025 years old preferred, minimum age 18 years.

Further details and application form: David Matthews, 62 Hoy Road, Liverpool L7 2PP. Tel: 051-283 4643.

**DIRECTOR OF SOCIAL RESPONSIBILITY**

The Church Army is a national charity with 250 offices seeking to meet a wide range of human need throughout Britain. It now wishes to recruit a new Director of Social Responsibility. This is a challenging post as Senior Manager for a variety of community-based projects and at present some 30 residential establishments for the elderly, the homeless and adolescents.

Applicants should have a vision for the growth of the Church Army's work amongst some of the most socially-deprived members of society, be ready to pioneer new initiatives and be able to share fully in the Christian aims and objectives of the Society. The Director will report to the Chief Secretary and be responsible for a large department of highly motivated, committed and well-qualified staff. The person appointed will also be a member of the Management Committee of the Society and be expected to participate in and contribute to its overall management and future planning.

Applicants will need professional social work qualifications and have had management experience at senior level, preferably within a statutory social work setting. They will be expected to demonstrate the capacity to operate at senior level within government, local authorities, the Church of England and the British Council of Churches.

The remuneration package offered will fully reflect the importance of this post and will take into account pension arrangements.

For informal discussion, please contact the Chief Secretary, Rev. Michael Rose at the Church Army Headquarters (01-578 1235).

For a full job description of the work of the Church Army, please contact Mr. C. R. Maggott, Personnel Manager, The Church Army, Independent Road, London SE3 9LG (Telephone: 01-318 1235).

Closing date for applications: 24th June, 1985

**Church Army**

**KENSAL NEIGHBOURHOOD TEAM SENIOR SOCIAL WORKER**

£11,964 - £13,491 p.a. inc.

A professionally qualified and experienced Social Worker is needed to lead and supervise a team of five working in a patch office in North Kensington. The team provides the full range of statutory services in this deprived inner city area which is small enough to facilitate close contact with the community, allowing response to local needs. In addition, preventative and community outreach work is well established and an interest in continuing the development of this approach to social work is important. You will also contribute as a member of the area's management group.

For informal discussion contact Alan Jones on 01-609 2453.

**The Royal Borough of KENSINGTON AND CHELSEA**

Application forms quoting Ref 6679 from the Personnel Service, The Town Hall, Hornton Street, London W8 7NX. Tel: 01-337 8582 (24 hour answering service). Closing date for applications: 24th June, 1985.

**WE ARE AN EQUAL OPPORTUNITIES EMPLOYER**

**BROADWAY HOUSING ARE PLANNING TO OPEN THEIR FIRST SHARED HOUSE FOR PEOPLE WITH MENTAL ILLNESS IN LONDON W14 IN OCTOBER, 1985 and wish to employ a**

**HOUSING WORKER (AP5 - £9,200 pa inclusive)**

to help provide a high standard of supported housing management, participate in co-ordinate statutory and voluntary service input, and contribute to the project's overall development. Applications are welcome from individuals regardless of race, age, sex, sexual orientation or disability. For more information, project and job description and application form, contact Ann Foster - 01-748 9640, extension 2225. Closing date: July 31, 1985. Interviews: June 5, 1985.

**Newport Action for the Single Homeless DEPUTY MANAGER**

£6,555 to £7,329 per annum

(Pay award pending)  
NASH is a 33 bed project providing supportive accommodation for single vulnerable people. Main duties of the post comprise staff supervision, admissions, administration and liaison with other agencies to secure rehousing.

There is a shift system with some night cover shared between six staff.

Applicants should be car drivers and a COSW or equivalent qualification is desirable, but not essential. Accommodation may be available and relocation expenses are negotiable.

Application forms and further details are available from The Secretary, c/o Room 108, Civic Centre, Newport, Gwent, NP9 4UR. (Tel: (0633) 211325) and should be returned by 24th June, 1985.

**WESTMINSTER PLAY ASSOCIATION** are inviting applications for the post of

**DIRECTOR**

Starting salary: £13,137 p.a. incl LWA

Full details, job description and application form available from the WPA, 147 Church Street, London W2 1NA.

Closing date for receipt of applications 1st July 1985.

The WPA is an Equal Opportunities Employer.

**ASSISTANT SECRETARY**

A Women's Sports Association is seeking a bright, self-motivated non-dutiful to manage their HQ in SW London. The position demands strong initiative, dedication, good secretarial skills and the ability to tackle anything. Salary between £20,000-27,000 pa, negotiable. Application by letter with c.v., before June 7, 1985, to: WSA, 345 Upper Richmond Road West, Richmond, Surrey TW9 1BN.

**Campaign Assistant**

THE SAVE THE CHILDREN FUND, in conjunction with the DHSS Working Group on Asian Health, has launched the Asian Mother & Baby Campaign with the aim of improving the health of pregnant mothers and their children within the Asian community by improving communication links and the accessibility of the health services. We are now seeking a replacement for one of two Campaign Assistants who will be based at London HQ, but will need to travel within the UK. The appointment is currently funded until the end of March, 1986.

Applicants should be Health Visitors, Midwives or Social Workers with experience of working with Asian families in either a hospital or community setting. The identification of training needs and the development of briefing materials for health professionals will be a major part of this role. A driving licence is essential and the ability to speak one of the Asian languages would be an advantage. Salary will be £8,925 per annum plus use of car.

For job description and application form please contact: Leonie Linton, Personnel Officer, SCF, 17 Grove Lane, London SE5 8RD. Tel 01-703 5400. Closing date for applications is 21st June, 1985.

**Asian Mother and Baby Campaign**

**PROJECT MANAGER AND DEPUTY BRITISH REFUGEE COUNCIL**

A Project Manager and Deputy Project Manager are required to manage a refugee community project of up to 50 workers. Both will be required to work closely in the overall management and direction of the project. Applicants should have knowledge of African/Asian refugee communities. Applications from refugees are welcome. Salary not less than £9,500 (Manager) £8,500 (Deputy Manager). For job description and application form contact JEFFY JERZALSKI on 01-834 5911. Closing date: 21st June, 1985. British Refugee Council, Grosvenor House, Francis Street, London SW1.

**WOODFORD BRIDGE PROJECT - ESSEX PROJECT LEADER**

£10,716-£11,562 p.a.  
+ £657 p.a. London Weighting

The Woodford Bridge Project provides both residential care and community support services for mentally handicapped young people. This exciting project is currently planning to move from its present residential accommodation into "ordinary" houses in local communities, providing a continuum of care into adulthood. The project services are based on the principles of normalisation.

Due to the promotion of the present Project Leader, we are seeking to appoint someone who will have overall responsibility for managing the project development in close co-operation with local statutory and voluntary agencies. In addition to holding a relevant qualification, if you feel you have the drive, initiative, knowledge and expertise to manage the integrated residential and community components, then we would like to hear from you.

Inquiries to: Len Lofis, Project Leader. Tel: 01-504 2905 / 01-504 5733.

CLOSING DATE: MONDAY, 17th JUNE 1985.

**16+ PROJECT LONDON**

The 16+ Project is a team of Project Workers assisting young people aged 16+ who have been in care, or who are homeless, to prepare for independent living. We have good links with a number of Housing Associations who provide permanent follow-on accommodation.

The project has three existing minimum support units based in Barking, Leyton, and Woodford Bridge, and our new unit in Hackney will open shortly.

Due to the project's expansion, and the promotion of two existing workers, we are able to offer the following opportunities to become part of a well established and enthusiastic team.

**SENIOR SOCIAL WORKER**

£10,404-£11,025 p.a.  
+ £657 p.a. London Weighting

We are looking for a qualified (COSW), enthusiastic and experienced worker who will undertake a supplementary management role within the project. Applicants should have experience in staff supervision, training and management, and have a commitment to developing new areas of work.

**PROJECT WORKERS**

£7,524-£10,107 p.a.  
+ appropriate London Weighting (dependent on qualifications and experience)

1. Based at Southwood House, Barking, Essex  
2. Based at Dalston Lane, Hackney.

**PART-TIME PROJECT WORKER**

£3,009-£4,042 p.a.  
+ £499 p.a. London Weighting.

Based at Dalston Lane, Hackney.

**RELIEF PROJECT WORKERS**

(Paid on a sessional basis to cover periods of sickness, holidays)

We would expect applicants for project worker posts to have experience in working with older adolescents and understand the philosophy of minimum support. The posts are non-resident and will include some sleeping-in duties and weekend work.

Informal visits to the project would be welcomed on the afternoon of June 28th. Please telephone Julie Clemens or Maureen Crouch on 01-551 0011, if you would like to attend or if you would like further details. Formal interviews will be held on July 8th. The closing date for applications will be on June 28th.

Applications for all the above posts to: Elwyn Owens, Divisional Director, London Divisional Office, Tanners Lane, Barking, Essex. Tel: 01-551 0011.

Barnardo's is a Christian child care organisation and offers conditions of service broadly in line with local authorities. Applications for posts are welcomed from persons irrespective of disability, marital status, sex or race. Transferable pension.

**LONDON BOROUGH OF EALING DEPUTY OFFICER-IN-CHARGE (RSW5)**

£8,919-£10,452 (dependent upon qualifications and experience)

**MORE THAN JUST A RESIDENTIAL UNIT**

An opportunity to share (with a Co-Deputy):  
- in the leadership of a large team of residential social workers, providing a mixture of residential and day care assessment, treatment and good care for up to 35 children and adults. The emphasis being on working with the family group.  
- and, in the preparation of a (small) group of young children for substitute family placements.

**TO TAKE THIS OPPORTUNITY**

- you must be qualified (COSW/CSS), experienced in working with families, able to offer staff professional supervision and contribute to the development of this unit which takes referrals from the whole Borough.

**INTERESTED?**

Then ring Mike Ambrose on 01-579 2434 ext 3237 for further information or phone for an application form - details below. Please quote reference 843SS. Closing date: 21st June, 1985. Applicants from employees of the GLC or MCCs with relevant experience will be welcome.

Application forms obtainable from the Personnel Office, Room A/204, Town Hall Annex, New Broadway, Ealing W5 2BY, Tel 01-540 1995 (24-hour service).

**Ealing**  
London Borough

**WATCH ACID RAIN PROJECT PROJECT CO-ORDINATOR**

The Watch Trust for Environmental Education and the Field Studies Council require a suitable candidate to develop the successful Watch Acid Drops Project throughout Britain.

This exciting new appointment demands the ability to work with young people and skills of communication and organisation, as well as the appropriate scientific background.

The post will be based at the Epping Forest Conservation Centre, but will involve some travel.  
The appointment will be for two years; salary in the range £7,440 - £7,886.  
Further details from WATCH (PC), The Green, Nettleham, Lincoln LN2 2NR, on receipt of s.a.s.  
Closing date: 5th July, 1985.

Qualified and Experienced  
**OCCUPATIONAL THERAPIST**  
Salary circa £9,000 pa plus excellent conditions of service. This is a senior post within the Trust which offers a very high standard of care for mentally handicapped men and women. Please send cv to: The Chairman, Hamilton Lodge, Great Bromley, Colchester, Essex.

Public Appointments continue on page 19



The miners are back at work but the impact of the long pits dispute lives on. The effects, both good and bad, have been traumatic and not just among the miners. Jane Peters reports on the surge in marriage problems among some of the strikers' most loyal supporters while, below, Tony Heath tells the happier story of the woman who gave up being just a housewife and became an activist — and loved every minute of it.

## A year in the life of a pit prop

THE miners' strike was the most momentous trade union struggle in Britain since the general strike of 1926. But, as the pundits and historians debate it in all its various aspects, there has been little or no public consideration of one of its most vital elements — the human cost to many of those involved.

During the strike, many of the women involved found a measure of participation and political fulfilment for the first time in their lives. However, the repercussions of the dispute are now being felt in many a household. Apart from the deprivation, impoverishment and burden of debts (up to £15,000 owed by miners and their families, there has also been an upsurge of marital problems within the pit communities.

As NUM area treasurer in the union's North Derbyshire area, John Burrows met the full force of these difficulties: "It was a frequent problem, with as many as one in six of those who came to see me experiencing very distressing marital problems."

Though he thinks that many of the cases he dealt with had serious problems before the strike, he also is sure that in other cases "the traumas of the strike were directly related to the break-up of the marriage."

Professional marriage guidance counsellors echo what John Burrows says. In Yorkshire, for example, workers in Barnsley and Doncaster report that there were increased numbers of miners and their wives visiting counselling sessions either as couples or as individuals.

Marion Brown, a counsellor in Barnsley, states that she had noticed a much larger increase in the number of couples experiencing marital upsets. Even though many families had sorted out their own problems, she said: "A significant number — more than usual — had approached the MGC directly. This was confirmed by the MGC's organising secretary in Chesterfield, Shirley Grant, who revealed that, while it was difficult to quantify the numbers, there had been a definite increase in the numbers of miners and their wives with



Dedicated support: a warm welcome for the men who took part in a three-day sit-in at Bettlesanger Colliery in Kent last June. Picture by E. Hamilton West.

problems exacerbated by the strike.

Interestingly, Marion Brown detected a rise in marital problems among supporters of the dispute, indicating that the problems reached out beyond the miners and their families. Whereas for the miners the cause of emotional breakdown generally stemmed from financial troubles, the turmoil for supporters was

often derived from the strike becoming an obsession which swallowed up their personal lives. Either way, their relationships lost out.

This suggests that in a labour movement still heavily male dominated, men who wanted the dispute to be won immersed themselves totally in the strike; the tasks of running the home, looking after the children, doing the work in the house were all left

to the women at home, whose support, both practical and emotional, was taken for granted.

Many of these women at home have felt that they were serving a term of confinement and have rebelled. The result has been that, in the aftermath of the strike, many male activists in the support committees that mushroomed around the country have been busily trying to get back to a

normality that no longer exists.

As one particularly active man in Chesterfield explained: "I didn't have a personal life any more. There was only the strike and everything else became submerged in it." The same man dwelled on how he had neglected his wife and kids to such a point that they heaved sighs of relief when he was no longer at home.

Other men, too, told how their home lives were virtually destroyed. Said one, describing meal times: "Tea-time was a daily atrocity. I was building up a video archive on the strike and during tea, every day for a whole year was leaping up and down to switch on the machine."

His partner, who had been very supportive, found this unbearable. "When I wanted support or time to myself, he

was never around to look after the children. We used to share the household tasks and the care of the children. That went out of the door. With him, during the strike, it was a daily battle to get him to understand. She was never consulted. There were no discussions about the scale of his activity. She was never asked how she felt or even if she wanted to join the campaign. That, of course, would have

posed problems for him and would have involved him staying in, minding the children, doing his share. His wife was, instead, left at home, unable to see her friends, deprived of contact with the outside world and bereft of her identity. In this way, the strike, and the manner in which it was conducted, reinforced the sexist assumptions existing in society at large.

As a result, the fight for a right to a job dehumanised people in their personal relationships. Now many personal relationships are in crisis. Men who were active during that long year are now otherwise preoccupied.

Although only a minority of those who put their all into the strike have been affected this way, it is still enough to have created a lot of wreckage. Nor did women activists escape the maelstrom. Jane Cunningham, a leading member of the Chesterfield Women's Action Group, says that she has "seen evidence of enormous marital stress."

For herself, she feels that she did not give her children the attention they needed: "Every time my daughter wanted something, I'd say 'I'm busy' or 'In a minute'. That minute lasted a year. When the children wanted me, I wasn't there."

Tellingly, she described how the emotional input of many activists has left them drained and less able to cope with domestic problems. The magnificent efforts of the women's support groups in the strike were a big step nearer that principle being achieved.

But the upsets and heartache resulting from the dispute show how much more needs to be done to win a recognition that women are people in their own right, with their own identity and whose role is not purely supportive. Whether the labour movement and male activists especially, will absorb fully this admittedly very negative lesson remains to be seen. Though many will deny it, very few in the long run will escape it.

Jane Peters

## The miner's wife who found her voice and spread the word

"WE MAY not have had the victory we would like, but we stand together with pride." That sentiment, heard everywhere in coalfields where the miners' strike was solid, was easily explained when articulated in Durham or Yorkshire where collieries and communities huddle close to one another. When it is expressed by Lynne Cheetham, who chairs the women's support group at the Point of Ayr colliery in North Wales, the explanation is more complex — and in some respects more remarkable.

Just about every circumstance surrounding the Point of Ayr is markedly different from typical coalfield conditions. It is unique in ways which always nudged the miners towards a rapid return to work. Isolated by a quirk of geology, the pit's surroundings are holiday camps, golf courses and sand dunes — an industrial oddity in an area

where tourism is the major component of a fragile economy.

Some miners live 25 and more miles from the colliery which stands on the Dee estuary not far from a redundant lighthouse. The welfare hall closed years ago. The men at the pit were among the last in Britain to join the NUM forty years ago.

When the start many of the 600 men worked on, crossing picket lines in buses and waving £10 notes at their colleagues standing in the rain in March 1984. When the Chief Constable of North Wales, David Owen, admitted that he had infiltrated plain-clothes officers among the pickets — ostensibly to identify any would-be troublemakers — it looked as though the strike would crumble.

Lynne Cheetham's husband Tony was one of the 84 who stayed out for the whole year.

He says that without the women that would not have happened. "Before the strike I was a housewife, plain and simple. I cooked, washed, looked after the kids and the house. Totally non-political," says Lynne. "Then the DHSS stopped our Giro and I knew something was up. The Government was trying to get at our kids. So I went out collecting with a friend. It took us a whole morning to raise £1.20 — £1 from a pensioner and the 20p from a window cleaner we sold a sticker to."

Unexpectedly, print workers arrived from London with a van full of food. They had been alerted by an insignificant paragraph in one of the nationals and someone remembered a holiday in North Wales. Lynne Cheetham's husband addressed her first public

meeting at the age of 34. The appeal was passionate and moving. The word spread, a new voice that commanded attention was emerging from a remote corner in North Wales.

Anne Scargill rang to invite her to tour the Continent. She went to the European Parliament in Strasbourg and won instant acclaim. In France she visited mining towns, raising thousands of pounds. "It was not the tourists' France I went to. I was in the coalfields and the industrial areas — the places people drive past quickly on their way south after they get off the ferry," Lynne recalls.

At Rouen she met trade union activists from the Renault car factory. Another link was forged and after the strike ended a deputation crossed the Channel and drove 250 miles to North Wales for a reunion of the Point of Ayr's supporters.

Ironically Lynne and her family — they have two children — were forced to act on Norman Tebbit's injunction to get on their bike long before he coined that memorable phrase.

They left family and friends behind in their native Lancashire when Hapton Valley colliery near Burnley closed four years ago and Tony transferred to the Point of Ayr. "We've done everything expected of us. We fought for our future for more than a year and we'll go on fighting," Lynne declares.

A few days ago Vanessa Redgrave visited the Cheethams. The two women sat in the kitchen and talked for a long time. Lynne believes the Point of Ayr strikers and their supporters achieved a sort of victory. "We walk with our heads up. The scabs look at their boots. It wasn't the sort we might have won, but we went

through the year with dignity." In the calm of her sitting-room, there's the uncanny feeling that the battle is over but the war goes on.

Lynne Cheetham is adamant that she will continue along the political road mapped out by her experiences during the strike. She's joined the local Labour Party; so have a dozen of her colleagues on the Point of Ayr support group. "We all said that life can never be the same again. That sounds corny, but it's the truth and we mean it."

There's an unswerving commitment to the community. "The dispute brought working people from all round Britain and abroad closer together. That's how we survived. We've stood together and shown what we are capable of."

Tony Heath



Lynne Cheetham: "We stood together." Picture by Dorothea Heath

## 'If the children feel they're getting love,' said the bus driver, 'then they will really feel free.'



Linda Blandford

FOR what it is worth, the appearance of the upper East Side of New York has improved somewhat over the last month. A fleet of new sanitation trucks has arrived

at last. The fat, white vehicles are everywhere, creeping in their snail-like way, along pot-holed roads lined with bulging, plastic garbage bags. These trucks hold a special fascination for the younger generations of Manhattan, held in their thrall as they are by the romance of the journey ahead of all this rubbish. Not a private school child, reared on earnest books of recycled paper, that does not know of barges, chugging their inevitable way out to sea to dump the refuse of a million rotting meals.

So the streets are cleaner, even if the ocean is not. There is, as New Yorkers are fond of saying, no such thing as a free lunch. Or any lunch at all that we are not careful — but that is another story. Suffice to say that the sanitation trucks

have merely brought to the upper East Side more of the traffic problems menacing mid-town.

Every afternoon, as the whole of mid-town Manhattan comes to a standstill, the spectre of a traffic jam more familiar. So thick are the milling armies upon the sidewalks that it no longer even makes any sense to get out and walk. Wasted minutes, wasted hours, restless New York's pet hate.

Private transport, therefore, is a huge growth industry: stretch limousines, the mini-cabs of New York, everyone has a tame company car by the phone. Hailing a cab on the street is now seen to be so onerous that a taxi business is being done by maroon, plush-seated sedans, booked in advance. They charge an \$8 flat fee around mid-town — normally a \$25 ride. And then there is the matter of the private school bus.

The yellow school bus, some bigger, some smaller, all about \$750 one way a year, \$1,000 both ways: no parents aboard, ever. This is no mere journey from front door to school gate and back. This is a spiritual and emotional adventure. The driver is not there merely to avoid being crushed by city buses one side, gypsy cab drivers on the other and cyclists speeding towards him on the wrong side of the road.

The driver, like the baseball coach, is a mythic figure — part psychiatrist, part counsellor, part rabbi and something of a home-spun, philosophising guru besides. Just the usual heady New York mix. (Driver: "Sometimes the parents are too busy trying to work to support the lifestyle. But if the children feel they're getting love from the driver, then they will really feel free.")

At around 7.20 am on school days (and there are not many of those in the early morning school calendar), the yellow

buses start their routes. They draw up to a snarled apartment building on the farthest reaches of Riverside Drive in the West, Yorktown in the East, collecting their first children from these distant outposts.

Bus companies — along with Lamaze births, breastfeeding, sibling rivalry and house-keeping employment agencies are something every Manhattan mother has strong opinions about. Some swear by "Doc" Winter and his "Warriors", others by "Champs", short for Champions. Then there are ever mothers who, in search of emotional continuity, take grown children back to their old nursery school regularly at 15 — well, the successful Mr Selby is not about to notice it.

"I happen to be very adaptable — I can fit into most societies," I said to myself. "Hey, people want service and they'll pay good money for it." I didn't know I'd have my own name up there but I had no fears about what I would do in life. And I'm proud that I don't have to rely on anyone."

He does, though. Every morning, he relies absolutely on the men he has hired. Some of the biggest celebrities in New York send their children to school with Selby; what is amazing is that they feel perfectly safe in doing so. (Not all, of course: one child was put on a bus so that she could have a normal life, and the bus was followed by a station wagon of grim-faced men.)

There is no true independence on this tight island. No wonder that for a five-year-old, it means at last being allowed to ride to school on a private bus.

summer camps in the long break birthday trips to the Bronx Zoo, weekend outings to the Jersey shore, a busman's life is a full one.

"Children have beautiful conversations," says Murray. "They talk about everything." The bus driver knows it all: Who fought, who stayed out, who stayed over, who has balcony for lunch. The colonial of Morries, Diddies and Cabbage Patch dolls is told to his ears. "There's this kind who's got no doll. One day, I heard her say: 'I had a Cabbage Patch doll but we had to send her back — she was terminally ill with cancer.' Kids, what they know."

It is a discrepancy between the notion of these \$10,000-a-year schoolchildren in their Benetton sweaters, \$200 boots and hand-made gymnasiums from Maine, and the memory of young Stephen Selby of West Green Road Junior and Markfield Secondary Modern, who left school at 15 — well, the successful Mr Selby is not about to notice it.

"I happen to be very adaptable — I can fit into most societies," I said to myself. "Hey, people want service and they'll pay good money for it." I didn't know I'd have my own name up there but I had no fears about what I would do in life. And I'm proud that I don't have to rely on anyone."

He does, though. Every morning, he relies absolutely on the men he has hired. Some of the biggest celebrities in New York send their children to school with Selby; what is amazing is that they feel perfectly safe in doing so. (Not all, of course: one child was put on a bus so that she could have a normal life, and the bus was followed by a station wagon of grim-faced men.)

"PEOPLE think that if you're involved in the Feminist Book Fortnight, ergo you're a lesbian. There's an eternal equation in people's minds of feminism with lesbianism. When asked for my views, I don't answer, because I won't be labelled." That's bookseller Alison Rimmer, a senior buyer at Heffer's in Cambridge, speaking with some irritation. She's one of the judges of the 20 titles picked for promotion in this year's Feminist Book Fortnight, ones which best represent the range and strength of feminist books published since last year's promotion. This selection has been criticised on the grounds that five of the eight novels chosen were lesbian, a comment that has angered all the judges: "We chose the best, we didn't do a head count of which were heterosexual and which weren't."

Still, it's a point of view that Alison Rimmer is used to encountering, for the book-selling end of the book trade is a hotbed of feminist consciousness. Book-selling is a business that is bottom-heavy with women, as novels chosen were lesbian, a comment that has angered all the judges: "We chose the best, we didn't do a head count of which were heterosexual and which weren't."

Still, it's a point of view that Alison Rimmer is used to encountering, for the book-selling end of the book trade is a hotbed of feminist consciousness. Book-selling is a business that is bottom-heavy with women, as novels chosen were lesbian, a comment that has angered all the judges: "We chose the best, we didn't do a head count of which were heterosexual and which weren't."

## Msprint Getting into the judges' good books

the Heffer's shops; 15 of them report to her directly. What remains above her now is the board. Would she move and start her own business? There's no doubt that what she likes is "the power of a large shop, when dealing with publishers and suppliers. I'm used to that." Starting off with small order surcharges does not have the same attraction.

Margaret Lally, on the other hand, is well used to the problems of small orders. Though she started her career — briefly — as an employee of Robert Maxwell, she spent four years at Dillons in London, before setting up on her own. She had been a buyer, and did not relish the thought of becoming a floor manager and then a shop manager. "That's the next step, and it's very much a question of giving up what you're good at, buying and selling, for administering. It didn't appeal to me remotely. Lots of paper and worrying about people's holiday dates." By 1974, she and a former buyer from Dillons, Robert Macleod, realised they absolutely had to set up shop. They opened up the Owl Bookshop in Kentish Town, moving later to larger premises in the same road.

Her colleague on the panel of judges, Deborah Winterbottom, is the closest of all three to the book-consumption habits of the nation because she's a buyer for W. H. Smith.

She joined the company as the graduate trainee scheme. After two years in shops in London, she moved into head office as a buyer of general paperbacks, and has just changed her responsibility to arts and literature. "Women are well represented at the buyer level. Above that, though, there's one woman, a buying manager in toys, but they are very few, female shop managers, deputy managers, while there are lots of women working part-time in the shops."

Most publishers of feminist titles would say that they have a dedicated band of followers, who look out for their imprints. Why bother then to run another feminist book promotion? Margaret Lally says: "It's true that the idea of books being chosen for a promotion does work in their market place. Even literary shoppers get confused by the array of titles. I know all my best customers also buy elsewhere, and so seeing displays everywhere reinforces the message."

Sarah Jane Evans

Feminist Book Fortnight June 3-17. For details of events and copies of the catalogue of 250 select titles contact Box 38, 190 Upper Street, London N1.

## THE OTHER SIDE OF SILENCE NEW FICTION FROM ZED BOOKS

A Wife For My Son  
The Secret Life of Saeed: The Psychiatrist  
The Duke  
Woman at Point Zero  
Ignorance is the Enemy of Love  
ZED BOOKS  
31 Caledonian Road  
London N1 7NF  
Tel: 01-537 4014

**GUNSHOT WOUNDS TO THE HEAD...**

...haven't got much to do with the menopause or Carpel tunnel syndrome. But they're all dealt with in this week's Nursing Mirror because they're all part of a nurse's working day. If you're a nurse, why not place a regular order for the most practical journal in your business.

**Nursing Mirror**

Working for nurses  
Buy your copy now — only 50p

مكتبة الامم



Nancy Banks-Smith on soccer on the dole

## A kick in the teeth

IT WAS shown the right time. In First Tuesday's Goals Not Dole (Yorkshire) football was a life support system for men who would otherwise lapse into a coma. It was made in November and shown in June because that is the surprisingly steady pace of much TV. They could not anticipate that it was a week when football would need a friend.

When Jeff Allen went round Conisburgh telling the team that kick-off was at 11 so be there at 1020 sharp, no one said sorry they were busy on Wednesday. They were not busy on Monday or Tuesday or Thursday or Friday either because they were all on the dole. They call themselves the UBs (unemployed benefit).

"The first time it took me 20 minutes to go in the place," said Pete Irish. "When I went in I was surprised the number of people I did know and that's how the football team started. For me it's a job. I get involved with it. It gets me brain ticking over. You let off some of the steam you used to let off in work, not coming in here and ranting and raving at Lorraine."

Lorraine didn't mince matters. "I'm sorry for him. At 23, he's done for. He's had it." He has a baby daughter, Stacey. "It brings a bit of happiness to your life seeing Stacey smile."

Pete misses the lost lift truck he used to drive. "It's funny, that truck. It was your own truck. You were sat on it for eight hours a day. You used to maintain it. It was part of me. I've lost three years. In a dream sequence of some power the truck waited to something sweet by Strauss and the team, playing a side of striking miners, also moved in slow motion to music even when Pete was brought down ("Kick him in the bollocks next time") by a brotherly boot.

"That's what you do miss. Being with the lads."

Mick Prendergast played for Sheffield Wednesday. "It's a hat trick for Prendergast. The grin on his face tells the story. I don't know if it's a hat trick or not. Now he plays for the UBs and coaches local boys. "The only job they could get is football, if some chap wants them." The boys had bright pink faces full of hope. "If there is one sure result of the Bradford fire and the Brussels riot, it is that there will be far fewer chubs."

First Tuesday's second story was The End Of The Line? The question mark is important. "When you see something like the old man built, you think 'Dear God, what confidence.' All those turrets and pinnacles and goddesses and grapes. When the Settle-Carlisle railway found it couldn't take the low road, it went over the Pennines, throwing 24 elegant arches negligently across the Ribbles. As Alan Bennett said in that voice like an old unhappy saint: 'With breathtaking confidence.' The view is breathtaking too. It could unquestionably be a great tourist attraction."

British Rail—"We are not in this business of national heritage"—are trying to close it, saying the Ribbleshead viaduct would cost £5 million to replace. A civil engineer, who used to work for BR, considers these figures added. "If you can't believe a civil engineer," he cried memorably, "who can you believe?" He estimates half a million to repair it. I believe him.

"We've got to act fast," said Donovan in V (ITV). All act fast in V but none as fast as Donovan. I would defy Einstein to disentangle the energetic plot in which a lot of extras rush around in overalls claiming to be aliens and, when inspiration momentarily flags, someone turns into a human beings cry as they do, "We gotta get outta here" and "Oh my God!" and "I've seen some weird stuff but this takes the cake!"

The cast of V are known only to their mothers but you can't fault them on raw courage. Say what you like about actors, I think they are wonderful. Not necessarily good but wonderful.

# The hare that leaps out of summer

Waldemar Januszczak looks at the poverty of the Royal Academy show and the riches elsewhere in London

THE NEWS that David Hockney and Joe Tilson have been elected Associates of the Royal Academy no longer comes as a complete shock. Recent years have seen the elections of several artists who might actually be considered relevant to their times, a complete reversal of the RA's former policy of electing only mediocrities. But there are still too many important artists who would not touch the place: Francis Bacon, Henry Moore, Lucian Freud, Anthony Caro, Auerbach and Kossoff are all missing.

To find out why you need do no more than visit the current Summer Show, the worst I have seen. Picture piled upon picture, dominated by derivative figurative styles, it is a commercial cattle market, insulting and demeaning to real art.

Who can blame Henry Moore for staying away when joining would mean sharing a podium with the odious art of Sydney Harpley. Harpley exhibits a nude teenage girl stretched out on her stomach, curvy reading a book, and modelled with about as much feeling for form and flesh as an illustration in Bunt. It is a deliberately titillating work of quite unacceptable banality. If the RA keeps the Harpleys in its books then it cannot expect to attract the Moores and Bacons.

The most depressing aspect of the whole affair is the size of the unthinking crowd which pays to see it. The Summer Show is now a completely commercialised affair, a tribute to Mammon. Yet in an average exhibition week like this there are so many more adventurous and worthwhile art events to be seen for free.

Barry Flanagan's exhibition at Waddington's continues the sculptor's fascination with the image of the Hare. It is now six years since this sprightly and magical creature first leapt onto the podium of British sculpture. Exactly why remains a compelling mystery. Certainly sculpture has not seen its like before. Animal in its instincts, human in its talents, it is surely one of the great original creations of British art.

In this show it balances on an anvil, boxes, rides an elephant, and peers naughtily into a vase, like Pandora opening the box. Search the reference books for the meaning of the Hare as a symbol and they will only agree that it is a potent and elusive one.

For the Chinese it represented the Yin power. For the ancient Christians, fecundity and lust. For the Amerindians it was The Great Hare. Manabozho, and before that Trickster, the symbol of integrated man, a nimble mind outwitting brute force. For me it is simply a sculptural personification of impishness, an antidote to the material world, as light-footed as the Hindu Shiva, Lord of the Dance.

Hopeless romantics would also have enjoyed Zadok Ben David's sculpture on show at the weekend as the artists of King George St Studios in Greenwich opened their workrooms to the public.

Zadok Ben David's studio was full of animals, monkeys, birds, kangaroos, running hither and thither, up and down, mating to form curious hybrids, a nimble menagerie, as cheeky as a painting by Miro. But as with Flanagan's sculpture, somewhere at the back, the mind recognises that it is not only in the presence of animals but also of symbols.

If the acute depression caused by Sydney Harpley still lingers then adventurous art lovers are encouraged to take a trip to Regent's Park, to The London Business School, in the middle of which is a large sunny courtyard modelled on a medieval cloister around which you can walk in contemplation, searching for the art of David Mach.

Mach has made four spectacular heads, each one assembled out of 15,000 matches. They began life brightly coloured, in red, blue and reds of a single match head were multiplied many thousands of times. But I was lucky enough to attend the dramatic setting on fire of them. The eyes sparked,

the mouths roared into flames like a dragon's, as the consumer world came face to face with the ritual of the Wicker Man.

The art of Nicola Hicks is already receiving widespread exposure. Even before she had graduated fully from the Royal College she was included in this year's Hayward Annual. Some have already hailed her as the new Elizabeth Frink, which is not altogether inaccurate. Her talent—and it is a dazzling one—is for achieving brilliant animal likenesses by using the most unlikely materials. Her river hogs for instance appear to be made out of the very stuff they usually eat and wallow in, coarse straw and river mud.

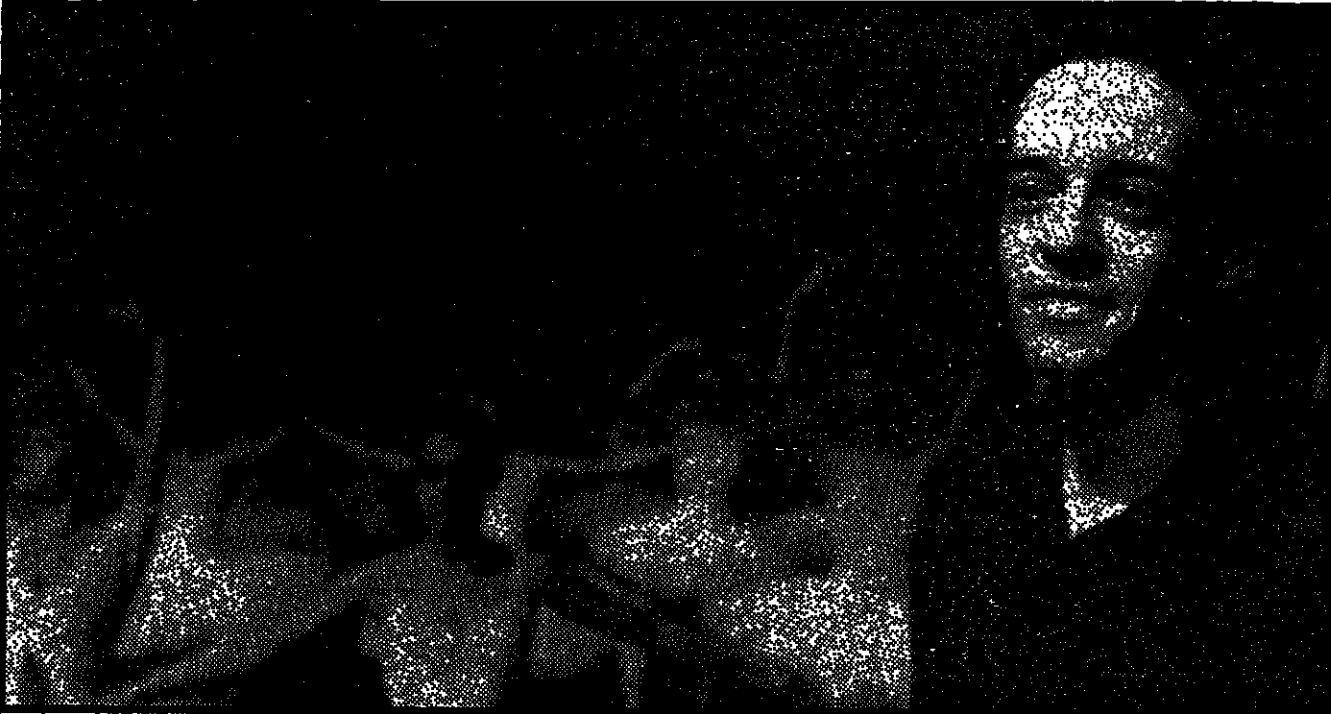
Of the other Royal College BA graduates John Aiken is the most versatile and obviously talented, the first BA student to be given a personal scholarship by Henry Moore. But the most extraordinary room at the show was created by Gina Martin.

It is literally a slice of the countryside brought indoors, a turtleneck rolling landscape marked out with delicately made examples of gazon art sculpture woven out of twigs and rush, springy and supple, quintessentially English. Where for most of its length the RA Summer Show is a tribute to money masquerading as a tribute to nature, this is the real thing.

Royal College Degree Show, until June 9: Barry Flanagan, Waddington's, Cork Street, until June 22; David Mach, at the London Business School, Regent's Park, until December; Summer Show, Royal Academy, until August 25.



Barry Flanagan's Large Bouncing Hare on April, 1984.



Understanding the needs of choreography: Isiah Jackson at rehearsal.

**Tonight the young American conductor Isiah Jackson makes his debut with the Royal Ballet at Covent Garden. Hugh Canning reports**

## Isiah's word from the pit

leagues the dancers?"

Jackson takes a refreshingly positive attitude—for an orchestral conductor—for to choreographic collaboration. His Royal Ballet engagement, he thinks, comes out of a quiet engagement with the Dance Theatre of Harlem at Covent Garden a few seasons back and it is with the vibrant company of black dancers that he has done most of his ballet work. Classical Ballet?

"Well, Harlem does a wide-ranging repertoire and we do fabulous Balanchine. You know, Arthur Mitchell danced with him in the Fifties—the principal role in Agon was created for him and I have a wonderful feeling when I watch Harlem dance Balanchine. They do it with such commitment and verve—kind of the way they were doing it in the Fifties—whereas in the New York City company it has become more codified. But we also do folkloric work and Giselle. Arthur made a Creole Giselle set in 19th century Louisiana which makes artistic sense for Harlem."

lem's racial mix of dancers."

Jackson himself is black, from a professional family in Richmond Virginia, where he took up piano, aged four, as therapy for an injured left hand. He was, he says, the kind of kid you had to go off the piano bench to go out and play with the other boys and girls. His parents, nevertheless, discouraged his professional ambitions.

"Remember this was the Sixties and the field was really still closed to blacks. There were no blacks in the symphony orchestras. My parents said 'look, it's a terrible field. Do anything else.' So I majored in Russian but I loved music and started conducting. Conductoritis is terminal!"

Nowadays, of course, blacks have an open door to the arts in the States, or at least in three-quarters of them. Jackson refers to the US in terms of quadrants, the North-East, California and the North-West, Texas—a kind of law unto itself—and the Rockies and Midwest.

"I would say that blacks can move more or less freely except in the South-East which is where the old slave states were. I'm forty now, so if you figure that the people who are just moving into power grew up in a segregated world—when I was young the schools were segregated, you sat in the back of the bus, it was complete Jim Crow—and those prejudices die hard. Slavery was only abolished there 120 years ago."

Musical prejudices die hard, too, so, playing the composer's advocate, I suggested that ballet was a musically impoverished, kleptomane art-form, pinching works designed for quite different circumstances as an accompaniment to plébes and pinquettes. Jackson takes the pragmatic view.

"A Month In The Country is very interesting actually. It's three Chopin works, the Variations on Mozart's La ci darem, the Andante Spianato and Grande Polonaise and Fantasy on Polish Themes. Lanchbery has knitted them together very beautifully and helped the orchestration a bit—Chopin was not the greatest orchestrator—and if it works musically that's great."

"When did you last hear the La ci darem variations in concert? The ballet gives this music a new lease of life, a new audience and a new kind of circulation for Turgenev's play. If a great film director did a new version of the Turgenev—we're dealing after all with an Ashton choreography—we wouldn't say, 'but, but, but, you can't turn plays into movies.'"

Even that lighter alternative with the Fitzwilliams has new gravity, but it is the performance of the Grosse Fuge given an almost orchestral weight at speeds consistently slower than usual, with the hushed contrast of the Meno mosso sections dramatically intense, which crowns the whole record.

The performance of the Schubert C major quintet by the Lindseys with Douglas Cummings is no less moving. The first two movements are exceptionally spacious, with the exposition repeat in the first movement adding to the scale. In the Adagio the Lindseys, in adopting an exceptionally slow speed avoid sentimentality by the steadiness of pulse and the understatement of phrasing which yet conveys total concentration.

I would now be hard pressed to choose between the new Lindsey version and the recording which the Fitzwilliams made with Christopher van Kampen only two years ago (Decca SXDL 7671). They too, with exposition repeated, take a spacious view of these first two movements, but then provide the sharpest of contrasts in the last two, excitingly dramatic but not nearly as sunny and genial as the Lindseys.

## Magical communion Edward Greenfield on the new classical releases

NO QUALITY has been more tantalisingly missing from most records of the greatest chamber music than the lush tension which in the concert hall signals a full communion, what many of us would count the deepest musical experience of all. I even suggested that recording sessions of late Beethoven quartets might involve a small band of listeners as necessary communicants.

Signs are that at least two of the younger string quartet groups in this country have now acquired the rare gift of conveying a full communion even in the recording studio. New issues of the

Fitzwilliam Quartet playing Beethoven's B flat Quartet Opus 130 (Decca 411 943-1) and of the Lindsey Quartet with Douglas Cummings playing the Schubert C major String Quintet (ASV DCA 537) both bring an intensity, above all in the Adagio slow movements, that I have rarely known equalled on record.

It is true that such groups as the Alban Berg Quartet are regularly recording performances more immaculate technically—their fiery Beethoven Quartet cycle now on CD is a special joy—but with few real pianissimos they consistently lack that dimension which makes the Fitzwilliam and Lindsey performances so special.

The achievement of the Fitzwilliam Quartet in Opus 130—a work already recorded by the Lindseys—is the more remarkable. Here for the first time in my experience a quartet on record has dared to take the sublime fifth movement Cav-



Douglas Cummings

tina as a genuine Adagio. Normally, at a flowing pace it emerges more as a songful interlude than as a meditation—even the Lindseys came near to that—where the Fitzwilliams present quite a different, far more searching experience.

Some might fear from such an approach that the result might be heavily Teutonic, sentimental even, but the Fitzwilliams show that while observing the marking at the start "sotto voce" (too rarely done) and keeping a very steady pulse with restrained phrasing, the result is no less than sublime.

As on most recent recordings (but alas not with the Lindseys) the option is given of having Beethoven's original massive inspiration of the Grosse Fuge as finale or the substitute movement.

THE MAJOR NEW BRITISH MUSICAL

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

DAVID ESSEX FRANK FINLAY

"Humour and High Spirits... Delightful" S. Tel.

## HOME

2 weeks only

"A high precision performance... the play exerts the charm of a black Thornton Wilder... exemplary ensemble exercise" Times

"A revealing journey of black experience... richly poetically" D. Tel.

"This hymn to the virtues of American rural life is superbly acted by its cast of three" Guardian

**SHAW THEATRE**

until June 15th

Box Office: 388 1394 CC 388 6293

**WAKEFIELD ART GALLERY & MUSEUMS**

(Open 30th and 31st Dec)

Barbara Hapworth, Late Carving

Elizabethan Gallery

Barbara Hapworth, Early Life

Wakefield Museum

until 29th July, 1985

Weekdays 10.30-12.30 & 1.30-5.0

Admission Free Closed Sundays

**Waiting!**

MUSIC BY DAVID ESSEX BOOK BY RICHARD CRANE

DIRECTED BY MICHAEL BOGDANOV

CHOREOGRAPHY BY CHRISTOPHER BRUCE

DESIGNED BY WILLIAM DUDLEY

Opens 11 July

Some seats still available before December but exceptional demand means booking now extended to Easter 1986!

**PICCADILLY THEATRE**

DELNAN STREET, LONDON W1

01.437.4506 cc 379 6565 cc 741 9999

Group Sales 01 930 6123/836 3962/434 3692

Tickets available at all branches of Keith Prowse



## Hang on to the treaty you have

One point which the Pentagon must have stressed to President Reagan during the current argument about Salt II (the treaty of 1979 limiting intercontinental weapons) is that he is under no domestic political obligation to keep it. On the contrary, he was elected and re-elected with the "fatal flaws" of the treaty as part of his campaign baggage. If he wishes to maintain that US security and world peace (the two are seen as synonymous) will be enhanced by going outside Salt he is at liberty to do so. Even under Carter, the Senate refused ratification, and that refusal was reinforced by the invasion of Afghanistan. What has so far been salvaged is an informal agreement by both sides that they would stay within the terms of the treaty while negotiating a better one.

The idea that Salt II is flawed is not intellectually bankrupt. The treaty permitted both sides to fill out those niches in their deterrence systems which were not fully covered under the treaty's terms. It was in no sense a disarmament measure, leading to the "deep cuts" which both sides have insisted they want. It said nothing about intermediate-range weapons, which is why the Soviet Union was fully within its rights in switching to SS-20 deployments. (It was the West, incidentally, and not the Soviet Union, which kept theatre weapons off the original agenda.) Yet from the standpoint of a strategic planner, especially one based in Europe, intermediate weapons are part of the global armoury. Were the current negotiations in Geneva to get anywhere, which for various reasons is unlikely for some time, they would attempt to bring both species of weapon within a single comprehensive agreement. But leaving aside the veto on arms reductions which the Star Wars project has effectively applied, a stronger version of Salt II would require a lengthy overhaul by the Soviet Union of its existing strategic system, which relies more heavily than does the American on land-based missiles.

The precise point of cleavage within the US National Security Council is not yet known, although the argument has been fierce enough for a statement to Congress

to be postponed. There is a strictly military argument that the US has ample scope within the treaty and has no immediate need to go outside it. This relies on the ceiling of 1,200 multiple-warhead missiles which each side may deploy. The US is within 10 missiles of this limit whereas the Soviet Union lags by about 100. There is thus no numbers gap for the US to bridge, whereas a disavowal of the treaty would leave the Soviet Union free to expand its land-based force indefinitely. The military argument has to be settled soon, however, because the seventh Trident submarine, the Alaska, is due for sea trials in September. Unless an existing Poseidon submarine is simultaneously withdrawn the US will be over the permitted limit.

What is known from inside the National Security Council, and comes as no surprise, is that the State Department is on one side and the Pentagon on the other. Mr Richard Perle, the assistant secretary at Defence, has made it respectable in the US to campaign against virtually any arms control measure on the grounds that if the US is strong enough war will not occur. The argument against Salt at this point is that if the Soviet Union can live comfortably within its limits, as it has done, then it must be too permissive. Dislike among the European allies of so craggy a negotiating posture is dismissed as mere frailty. The State Department, however, cannot see things in quite that light. Mr Shultz has not publicly said so, but he would find it difficult to convince a large mass of European opinion that with 11,500 strategic warheads in its locker Washington is justified in snapping one of its few links with Moscow and challenging the Soviet Union to a new round of expansion.

Mr Shultz is right as he makes that assessment. Wherever the finer arguments about deterrence may lead, it will be damaging for the US to be seen to break a treaty which, though unratified, it has agreed to honour. But the stronger argument is wielded by those who refuse to be mesmerised by the finer arguments in the first place. There can be no strategic concept in which that number of warheads does not amount to an adequate dissuasive force. If 95 per cent of them were destroyed enough would remain to devastate the Soviet Union. In justice to Mr Reagan it is that cataclysmic thought which has persuaded him to switch to strategic defence as the only way to get off the upward spiral. The conceptual and practical invalidity of Star Wars is, however, another argument: one thing the allies could well unite

about is the need, both political and military, to resist any move to throw away the Salt agreement until something is ready to take its place.

## The next big union vote

Mr David Bassett's farewell address to his union conference was characteristically two-edged. The retiring general secretary of the General, Municipal and Boilermakers' Union took as his theme the failure of the TUC to give a lead during the miners' strike. That failure had contributed to the defeat of the miners and eroded the influence and authority of Congress. At which point (and typically) the TUC elder statesman spread the blame around. In part, but only in part, the defeat was due to the violence and politicisation of the strike and Mr Arthur Scargill's consequent failure to carry all his members. In part, to the miners' own initiative decision to tell Len Murray, then TUC general secretary, to keep out. But, in good part, said Mr Bassett, the defeat was down to the TUC itself. In the final months, Congress House made no attempt to exercise the authority it could have displayed.

For Mr Bassett, the movement should now re-establish the power of the TUC "to ensure that we are not picked off one by one by our hostile opponents". To translate that admirable aim into deliverable action, however, is the trick that will face Mr Bassett's successor when he joins other trade union worthies round the general council table. Look back twelve months and the GMBU does not come at all badly out of the miners' fiasco. At an early stage the union started to make regular donations to the NUM fighting fund. Mr Bassett openly expressed disquiet about the aggressive tactics of Mr Scargill's new model army. Yet, once the Brighton Congress had passed, almost unanimously, its effusive resolutions of support, the GMBU demanded honest action.

The trouble with the Bassett analysis is that it does not explain why union members failed to respond, except in hyperbolic resolutions. Of course, some union leaders felt that Arthur had set himself up for a clobbering. Others felt that neither the Labour movement nor the nation would be best served by a victory for a man who elected to sell an industrial dispute as a violent, politically-motivated crusade. More important, perhaps, was the fact that (like

one quarter of the NUM membership) the great mass of the TUC rank and file was not prepared to ride into battle at the drop of a resolution. Railwaysmen, dockers, lorry drivers (and Mr Bassett's own power workers) ignored instructions about picket lines, normal duties and sympathetic stoppages. To put it brutally, those officials who endorsed militant resolutions did not speak for their members. And this was, inherently and unavoidably, a comment on the quality of union democracy: which plunks Mr Bassett's broodings back on his own doorstep.

Mr Bassett has chosen to step down early. So his union dodges the legal requirements for a secret, one-man-one-vote election for his successor. Instead, three worthy union bureaucrats will slug it out under an antique system which makes the Transport and General Workers look good. Voting will be by show of hands at ill-attended branch meetings. Then the entire branch block vote will be cast for the winner. It is unrepresentative, undemocratic and wide open to abuse. Above all, it divorces officialdom from the views of the rank and file. And that was why the TUC went wrong last year. The enemy of frailty for the unions isn't necessarily far away in more elevated councils. It begins at home, and it will only improve with the efforts of individual unions to recognise a problem, and to tackle it wholeheartedly themselves.

## Unity after, and before

After months of delay for procedural reasons, Mr Robert Mugabe has finally committed himself by naming the dates on which Zimbabwe will choose its second independent parliament. Polling was originally meant to take place in March but could not because boundary commissioners were severely behind with their work; insofar as they had begun it at all. Even now the task of drawing up the new, one-member constituencies is far from complete, obliging Mr Mugabe to hold his June election on July 1 and 2 (the residual white community will choose its 20 representatives on a separate roll on June 27). His decision to allow just one week instead of two for nominations and three weeks for the campaign was predictably attacked by opposition parties. In fact unofficial campaigning has been going on with increasing and sometimes violent intensity for at least a year, which

hardly makes this a snap election. In such a volatile political atmosphere as Zimbabwe's, making the hot phase of the election process as short as possible seems wise rather than devious.

Mr Mugabe takes his strongly dominant Zanu party into the last stretch on a modified and moderated platform. The emphasis has shifted from last year's strident call for a mandate for a one-party state to a plea for national unity, which is not so different from the national conciliation he called for at the time of independence five years ago. The Prime Minister already knew that the Lancaster House agreement constitution places legally insuperable obstacles in the way of one-party rule until 1990; he may now have realised that Zanu has no reason to fear losing its already overwhelming margin of control, which is firmly based on the loyalty and sheer weight of numbers of Shona-speakers. Further, in the months of procedural delay the drought has broken and agricultural and general economic prospects have been transformed. But there is an ominous shadow over this election all the same, from Matabeleland in the south.

This stronghold of the minority Ndebele-speakers remains the political fist of Mr Joshua Nkomo and his Zapu party, and the stamping-ground of "dissidents" who have never accepted Zanu's victory in 1980. Mr Mugabe has consistently opted for the military solution to this problem, with appalling consequences for the local population. The army is still there; and the government has once again extended the state of emergency in force since UDI in 1965, this time using the election as its excuse for retaining the white man's savage security laws. The addition of an all-out election campaign to the abiding tension in the region could, on past experience, prove highly dangerous. Meanwhile a significant number of whites who fled the country after Mr Mugabe came to power have begun to return from riotous South Africa and Britain alike, in an unconsciously ironic, backhanded compliment to Zimbabwe's prospects which Mr Mugabe sees as threatened by a small minority of trouble-makers. If the Prime Minister shows the same confidence over the next month and can rein in the violent seahorses in Zanu and the security services, Zimbabwe could emerge from the electoral trauma greatly strengthened. If there is to be national conciliation, it should start here and now as the campaign begins.

## LETTERS TO THE EDITOR

### Miscellany at large

Sir, — Why does Michael Brown (Agenda, May 31) seek to besmirch the good name of the economics department at the University of York by including it on a list of "sophisticated" economic departments in an article defending the Federation of Young Conservatives?

While a decade or more ago there were a few prominent members of the Institute of Economic Affairs in the department, this is no longer the case. A more accurate current reflection is a strong representation among signatories of the 1981 petition protesting against the Government's economic policies. Like most of the departments on Michael Brown's list, this one seeks to provide a balance of different approaches to economics rather than a single one devoted to extolling the benefits of the market. Michael Brown says: "How times have changed." They have, but in the opposite direction to the one he suggests. Yours faithfully, (Prof) Malcolm Sawyer, University of York.

Sir, — It's hard to tell from Ren Enfield's chortle little outbursts (Letters, May 31/23) whether he actually knows anything about parapsychology. In any case, there isn't much point in Stephen Oldfield taking the bet because if Mr Enfield won't accept a single scrap of the mountain of evidence amassed during parapsychology's first 100 years, he is unlikely to accept mine. He is too terribly impressed by anything it turns up in the next five. None the less, the Koestler Foundation's final choice is a sad farce: a chap who seriously imagines that investigating PK between people and computers is of more interest, to humanity than finding out whether we survive physical death. Frederic Myers, though, should be living at this hour! — Yours sincerely, Ian McCormick, Cirencester, Gloucestershire.

Sir, — You published (May 29) a letter from a Tony Bunyan of the GLC Police Committee Support Unit on the subject of the Commons select committee report on the Special Branch.

Mr Bunyan is an excellent local government officer employed by the GLC, but he is not an elected member and is not authorised to make political comments on behalf of the council. If the letter represents the view of the GLC, it should have been signed by either the leader, or the chairman of the police committee; or he could have written to you as a private individual. There used to be a clear distinction between the functions of elected politicians and public servants, with the latter required at all times to be impartial. The sooner this tradition is restored the better served will be the cause of democracy. — Yours faithfully, (Cllr) Tony Judge, GLC, London SE1.

## Why surreptitious plutonium output fits the military bill

Sir, — Geoffrey Taylor's arguments (June 3) on the future of nuclear energy in Britain appear to be based on a less than full reading of the Sizewell Inquiry transcripts, which is not surprising as few people have been able to keep up with the 340 days of evidence.

He argues that if the civil nuclear programme were shut down, it would not affect the nuclear weapons builders as purpose-built military reactors would be built for plutonium production. Perhaps so, but such an overt action, even by such dedicated supporters of nuclear weapons as the current Government, would inevitably increase anti-nuclear protest.

No government wants to cope with more Greenhams, Moleworts, Aldermasters, and Windscals than it needs to. Thus covert use of apparently civil nuclear activities is a much more politically adept way of using nuclear technology for military purposes.

This is why the international nuclear safeguards system is wary of nuclear export, and potential nuclear proliferators; and the obvious explains Britain's exclusion of safeguards inspectors at Windscale, exposed by Harold Jackson (May 29). — Yours faithfully, David Lowry, European Proliferation Information Centre, London N1.

### Pie in the Docklands sky

Sir, — You are wrong to suggest (Financial Guardian, May 24) that the London Docklands airport, which has been given outline planning permission by Patrick Jenkin, will be a "catalyst" for job creation there. Although this is the line trotted out by the London Docklands Development Corporation and Mowlem, the developers, the public inquiry inspector reached a different conclusion: "I share the reservation expressed by objectors about the amount of 'induced employment' which some people expect to be attracted to the area because of the presence of the airport... the 'induced employment' forecasts have a particularly speculative ring about them."

### Wages counsel of despair

Sir, — May I add a footnote to Ian Aitken's Commentary (June 3)? In the course of researches into my ancestry, I discovered that my great-grandfather had, at the age of 10, been sent as an apprentice to the Backbarrow Mills, in September 1815, with five other youngsters aged between 10 and 14. They lived in what was then Middle Scotland Yard, near Whitehall.

In the following year, a former apprentice master from Backbarrow testified to a select committee of the House of Commons that the apprentices worked from 5am to 8pm "throughout the

Sir, — A proper understanding of risks and recognition of a genuine danger before it comes to pass are essential in a technological age. Of course, the danger of Roman aqueducts collapsing, as of nuclear reactors exploding, is laughable — which is why Geoffrey Taylor suggests it.

But there was nonetheless a more subtle danger elsewhere in Roman water supply and food processing, one which should serve as a warning to us. The use of lead, which dissolved into soft water or acid food, was the real health hazard they had to face.

It was not that the dangers were unrecognised: the effects on leadworkers were known and Vitruvius, the main writer on architecture, saw water from lead pipes as unwholesome. But the need of the imperial authority, local government, and its patrons both to placate and to provide for their local communities caused such qualms to be ignored — just as our present "need" for more energy causes us to pursue nuclear power regardless of the little-researched, low-technology alternatives.

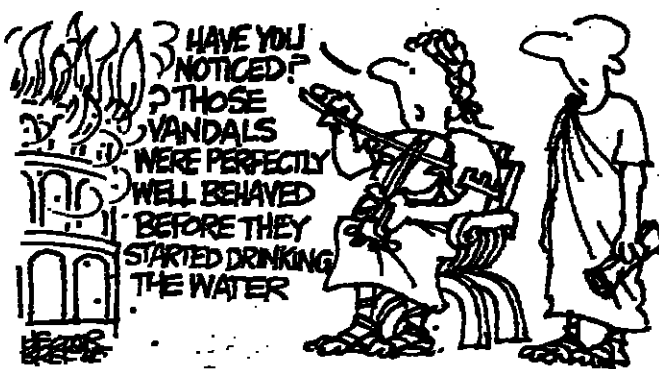
Furthermore, just as nuclear power is the casual offshoot of the union of the military and of science, so lead was simply a byproduct looking for a use: the waste from the extraction of the

### Preparing the election pitch

Sir, — June marks the second anniversary of the "landslide" victory which kept the Conservative Government in power. Like the victories of the Liberals in 1905 and 1923, it was a landslide only in terms of seats won. In none of those three elections did the ensuing government have the support of a majority of the votes.

In 1906 and 1923 the result did at least mark growing support for the party elected. In 1983 the Conservatives' victory coincided with a decline in support for their candidates. Yet Government supporters continually cite the increased majority as a mandate for a period of which seems increasingly at variance with the promises.

At the same time there is a growing sense of frustration among people both nationally and locally. Conservatives are marking their dissatisfaction by forming new pressure groups within the party, but the real need is to ensure that, after the next general election, whoever is prime minister will genuinely be able to claim the support of the majority through their elected representatives. The least satisfactory feature of the last election was that most MPs were opposed by more of their voting electors than those who supported them; thus most of the electors who voted failed to elect anyone. To their credit the Conservatives won the 1974 and in



silver demanded by the Roman Empire's economic system.

Ironically, it was this very lead which contributed to the population decline, and social and military chaos which destroyed that system. — Yours sincerely, Christopher Spary Green, 30 High Street, Sixpenny Handley, Wilts.

Sir, — Peter J. Smith's article (Futures, May 30) refers to the Flowers Commission recommendation in 1976 that there be no major commitment to nuclear power until a solution to the disposal of high-level nuclear waste was in sight. This recommendation was ignored by the government, which established a nuclear establishment which irresponsibly embarked soon afterwards on a £20 billion nuclear expansion programme.

While there is a moral duty to dispose of our own waste — though not on our own doorstep — there is no obligation to dispose of the waste of other countries such as Japan. The mandate Britain was given by the EEC to explore granite formations applied only to countries within the EEC.

When Peter Smith refers to the Ayr Inquiry in 1981, saying that the opponents of nuclear power tried to turn it into a wide-ranging discussion of the government's nuclear policy, does he really expect that the public could have dissociated the proposed test-drilling from the disposal of waste? I heard Sir Denis Wilkinson, then chairman of the committee for the disposal of nuclear waste, tell a meeting in New Galloway: "If our proposals (about Mulwharrior) are

thwarted, there will be hell to pay."

It was as though we Galloway "peasants" were responsible for the whole situation. — Yours faithfully, W. McCormack, Kathleen Cottage, Lochmaw, Wigtownshire.

Sir, — The context of the proposal to build a reprocessing plant at Dounreay (Guardian, May 25) that would service the three commercial demonstration fast reactors to be built collaboratively in France, Germany and the UK, is important.

Power stations last for 35 to 40 years; the large ones that at present supply the great bulk of our power, started in the mid-1960s. Sizewell was a generic inquiry to establish the pressurised water reactor as the dominant form of electricity production into the first decades of the next century.

The nuclear industry's intention is to have fast reactors commercially available in time for the next generic inquiry, in 2020 or so. Britain has been researching the technology since 1954, and some nuclear scientists have long regarded thermal reactors as stop-gaps until fast (or "breeder") reactors are available.

Breeder reactors offer the possibility of being self-sus-

taining in nuclear fuel—but only if the fuel is reprocessed and resupplied quickly.

The objective of the Dounreay experiment is to see if this quick turn-around can be achieved on a commercial scale. But, if built, the plant's doses and discharges will reflect this urgency.

The nuclear industry has consistently taken the lion's share of the available energy research funds (80 per cent of the Whitehall allocation in 1983-4) but has provided only a tiny fraction of our energy needs (17 per cent of electricity, or about 2.5 per cent of total energy). Our national commitment to nuclear power has not even provided us with a viable reactor system: the advanced gas-cooled version has been the biggest disaster of British post-war industrial history.

This commitment, however, has ensured that alternatives are underfunded out of contention. Which is why there were no wave or tidal systems available to compete with the FWR at Sizewell, and unless there is a change, they will not even be available in 2020. — Yours faithfully, John Valentine, 66 Chasfield Road, London SW17.

John Valentine, 66 Chasfield Road, London SW17.

### The invisible art of hype

Sir, — I was amused to read Waldemar Januszczak's article, "The art of hype" (May 30). Does Mr Januszczak wish us to believe that only a few lesser artists standard artists use a bit of hype to promote themselves, while the true artist-genius stands out a mile from the rest.

This is patently untrue. In the promotion and marketing of an artist today, some hype is necessary just to get somebody to come and look at the product. It is like the label on a can of beans. What Mr Januszczak is doing is criticising the make-up of

the label.

I believe what we have here is a demarcation dispute between journalists. Harold Shapinsky is being backed by journalists not in the art scene but who nose the less have ample access to the media.

In perpetrating the myth of the hype-free artist, Mr Januszczak is being disingenuous; because for hype to be truly effective, it has to appear not to be hype. — Yours faithfully, Matthew Carey, 360 Marston Road, London, SE15.

### What I said about George

Sir, — Anyone who heard my tribute to George Brown must have been as baffled as I was by Ian Aitken's snide little sentence about it (June 4). I said that George Brown was a man who had been a party leader. The tragedy was that he never mastered the defects of character

which robbed him of the leadership.

One thing I was taught as an Oxford class scholar, was always to verify my references. Not bad advice for Mr Aitken either! — Yours, Denis Healey, MP, House of Commons.

## A COUNTRY DIARY

OXFORDSHIRE. In the early days, this column sometimes could not identify. So, here are the answers. The three pairs of geese with young were greylags, a feral population of which now exists around Oxford: the grey and white geese were almost certainly hybrids between greylags and snow-geese, for the latter have bred successfully in the area; one or two Canada geese were present, but with young, another goose

which he took to be a barnacle, and a duck which he could not identify. So, here are the answers. The three pairs of geese with young were greylags, a feral population of which now exists around Oxford: the grey and white geese were almost certainly hybrids between greylags and snow-geese, for the latter have bred successfully in the area; one or two Canada geese were present, but with young, another goose

with markedly barred wings was undoubtedly a barnacle. As to the strange duck, I was delighted to find that was one of the most spectacular of its tribe, a drake mandarin, for me a first as a wild specimen in this county. Although mandarins have for long been naturalised, and breed freely around Virginia Water and Windsor, they rarely seem to stray far from the Thames. I provide these answers be-

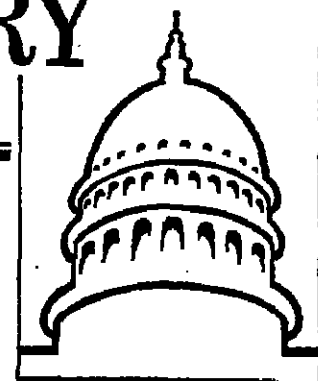
cause the birds were still at the same spot — a miniature beach at a bend in the river — early the following morning. It is interesting to note that of all the species and mongrels present, only the greylag, is a genuine British bird, but it is local population comes back from stock deliberately reintroduced to East Anglia fairly recently.

W. D. CAMPBELL



# The liberation theology of the Right inclined

## COMMENTARY Alex Brummer



WHEN Jose Napoleón Duarte, a political nobody from El Salvador, a bloody, pluri-racial Central American republic, called on Jimmy Carter in 1979, he sneaked in by the back door and his visit went unannounced. It was, however, Duarte's opening shot in a campaign for Yankee help which catapulted him and his vicious nation of feud and revenge from obscurity to centre stage.

Duarte has just completed a near royal odyssey through the United States. It began on a high note with a hug from his political benefactor in the Oval Office. From Washington, the Duarte victory tour rolled on to the University of Notre Dame, where he received an honorary degree and high praise from Theodore Hershberg, America's most respected prelate. Duarte responded eloquently to the gathered convocation with some words:

"All things fall apart, the centre cannot hold, the best laid all conviction, the worst are full of passionate intensity."

Stirring stuff, which rang all the right bells at the home of the Fighting Irish. Indeed, the bells were ringing out across the continent. The hard-to-please New Republic trumpeted, there is good news from Central America—the success of Jose

claims on territory south of Alaska and Spain's renewed colonial ambitions for some of the weaker Latin American republics, warned of the would-be European neo-colonialists. No one remembers Monroe, but his doctrine (Falklands airport included) survives in a most muscular form.

The same goes for the Carter doctrine. The former President may be in the shadows as he chips away in his Plains woodworking shop and flogs "The Blood of Abraham" (his Middle-East peace blueprint), but the doctrine he enunciated in the chill of an Afghanistan winter lives on. No one in the sunny Reagan team likes to mention it, but the rapid deployment force, the dispatch of Singers, Awas, and carrier groups to the Gulf are testimony to the durability of doctrines—even those with a Carter aroma.

As Mr Reagan's second term unfolds, the President is declaring open season on the Nixon doctrine which

has essentially governed America's relationships with the Third World since Vietnam. Like many good Nixon ideas, as Henry Kissinger self-servingly notes in the White House Year, it began with a discourse by the learned doctor to reporters. It was then grabbed by a publicity-hungry President as he landed in Guam en route to the Philippines, on July 25, 1969.

It stated that while the US would stand by its treaty commitments to countries, internal security and defence of nations such as Thailand should be handled on a regional basis. American troops would in future stay in their barracks and military and economic aid would be furnished on request. A post-Vietnam doctrine was born.

The Nixon doctrine prospered under Ford and Carter, with Jimmy boasting, until the Iranian rescue cock-up, that not one American soldier had been killed out of civil strife in Salvador and a tame government

elected in Grenada, it can be clearly shown that the hands-off philosophy of the 1970s has outlived its usefulness.

In these early days of the second term, the public has caught a glimpse of the American giant awakening from its long slumber and flexing its muscles in the Third World. The military, after El Salvador and Grenada, has won back its self-respect: counter-insurgency has become all the rage; the US has rediscovered Lord Ritchie-Calder's "fourth fighting arm" in propaganda, and economic sanctions are being brought into play.

We can see the consequences of the military fiddlers in Salvador. The Pentagon, to all intents and purposes, has, in the pursuit of military victory for the centre, never fully adhered to the limits of 55 military advisers and has provided the Salvadorean bombardiers with first-rate intelligence from its OV-1 missions flown from Honduras.

Now the Reagan team, as Steven Hildreth, of the Georgetown Centre for International and Strategic Studies, observes has built up special forces "with a potential to strike anywhere in the Third World. This had not been seen since pre-Vietnam, Hildreth asserts.

There has been the rebirth of open counter-insur-

### DIARY

AFTER just three and a bit months, Mr Peter Bruinvels, perky MP for Leicester East, has quit as chairman of the Law and Order Society, claiming he had come under certain pressure from bigwig Tories.

The society, launched by Mr B in late February, has a declared aim of prosecuting Mr Arthur Scargill for sedition, and has been collecting considerable sums to this end. But Mr Bruinvels now says that "a lot of pressure has been brought on me by the acolytes of Secretaries of State, and that, like that, is the effect that everyone is very loath to see Scargill taken to court now."

"I've had a crisis of conscience, because I still agree with the society's aims, but I see it will be difficult for me, as a Tory MP, to remain to be associated with it," Mr Bruinvels denies that his resignation has anything to do with the links between the society and the right-wing pressure group, Self Help.

OUR MIS and Special Branch boys in Northern Ireland may find Mr Douglas Hurd's latest thriller a touch disheartening. The Palace of Buckingham, co-authored by the Secretary of State for Northern Ireland and Stephen Lamport, opens with a dismissive flick at their work. The novel's hero, a junior FO minister, normally paid little attention to the intelligence reports which crossed his tray. A quick glance, a quick tick, and into the out-tray. He found them pretentious. Best for spooks not to read on — it will only depress you.

PROFESSIONAL! Colin McCabe streaks on to new heights. There has been no stopping the man ever since Cambridge University decided it no longer required his services as an English lecturer back in 1981. He became a cult figure, headline news. Off he zooms to be a full-blown professor at Strathclyde University. Three years later he is appointed head of production at the British Film Institute. But this, it now turns out, is for a year only. After that, he zips off to become Professor of English at Pittsburg University.

Professor McCabe finishes at Strathclyde this month, though he has already started work at the BFI. Off to Pittsburg in September. Back in January for a year at the BFI. Then back to Pittsburg, where he has a "comfortable" five year contract, though he hopes to keep a toe in film production. En route, he was interviewed for the £35,000 a year post of chief executive of the British Screen Film Consortium. The headhunters who saw him were more suspicious of his reputation. One of the first things they wanted to know was how many "A" levels he had.

THE Hon Peter Morrison was out and about on Monday presenting junior youth trainees awards. "What have you done to win," he asks a group from Hebden, who had built a low temperature warning device. "We have designed a hypothermia warning alarm," they tell him. "What's hypothermia?" asks the Minister of State. "It's what kills off 9,000 colers a year."

NO SOLACE for dispute-hit teachers from Paul McCartney. A letter in the current Teacher tells of the crooner's reaction when he turned up to deliver his youngest child to his picketed East Sussex school. Paul silently took a leaflet from the teachers, returned to the car and then "ripped" the leaflet into little pieces which he scattered across the road.

THE SALE of effects from bombed Grand Hotel at Brighton is still doing roaring business. This encouraged, Supphires Salesroom of Sleaford urges local people to snap up the remaining barbares: "Your chance to obtain a souvenir of a historic event."

"Emotional... indiscreet... outrageous... hell-raiser... colourful... tempestuous and endearing... Fleet Street reaction to the death of Lord George Brown was divided yesterday between those who came out and said it, and those who skirted euphemistic extravagance... 'Emotional, indiscreet, tempestuous' (The Times). 'Joe Plaines, in the Mirror'; 'often he was too drunk'; the FT said 'all the way the Sun went the notorious and printed the notorious flat-out picture, while the Morning Star seemed put out, not that he drank, but that he drank with Tories.

Alan Rusbridger



Above: the battle of Stonehenge rages, with attacks from both sides (picture by John Wildgoose). Right: a policeman leads away one of the casualties (picture by David Rose)

## STEPHEN COOK reports on the Wiltshire police's stand on the road to Stonehenge Irresistible force faces summer solstice

THE SIGHT of brightly-coloured jockies, careering round a sunlit Wiltshire field, having their windows smashed by riot police, was the bizarre flowering of a seed sown over 10 years ago when the first Stonehenge summer festival was held.

The landowners and citizens of rural Wiltshire have never been happy with the annual arrival of hippies, dropouts, and generally rebellious youth, and last year's damage to the site resulted in heavy pressure on the police to put a stop to it. The Wiltshire force have been laying their contingency plans for months.

But the confrontation arrived in a context of events, some of them very recent, which helped make it so tense, bitter and violent, with police commanders taking an uncompromising line and some officers allegedly losing control and meeting

out unofficial retribution with truncheons.

Some observers of police affairs pointed to the Brussels soccer disaster, where the police were criticised for bad organisation and running away from rioters. There has also been heavy publicity about the perils of drugs, and the festival had become associated with drug-taking.

"I wouldn't have thought the police thought twice about going in hard," said one researcher into police work. "So long as the people involved fitted the stereotypes of the moral losers of recent events — young people out of control, into drugs, getting Britain a bad name."

Another likely factor is a lot of the anger involved had probably been on the picket lines in the miners' strike and this was their first outing since then. The Government has recently pro-

posed stiffer public order laws, and the police are often seen to push things forward. A lot of things conspired to legitimate a stance which only weeks before might not have been possible.

Dr Peter Weddington of Reading University, who has just completed a study on public order policing, said that the capacity of the police to use riot techniques to deal with large numbers of people meant very difficult decisions for commanding officers.

My reading of Stonehenge is that after three police vans in the roadblock had been written off by the convoy, the police felt they could make the ultimatum that everybody there should be arrested and processed.

"Some of the behaviour with truncheons which I saw on TV didn't reflect very well on the police at all, al-



"OUR achievement, I suppose, is that we've arrived—a relic of the spirit of the Sixties," said Pete Raine, director, though he is only 34, of the Centre for Alternative Technology. He spoke with the modesty typical of this uniquely British institution which displays windmills that work alongside those that don't, and has weeds all over its organic plots to show they do more good than harm.

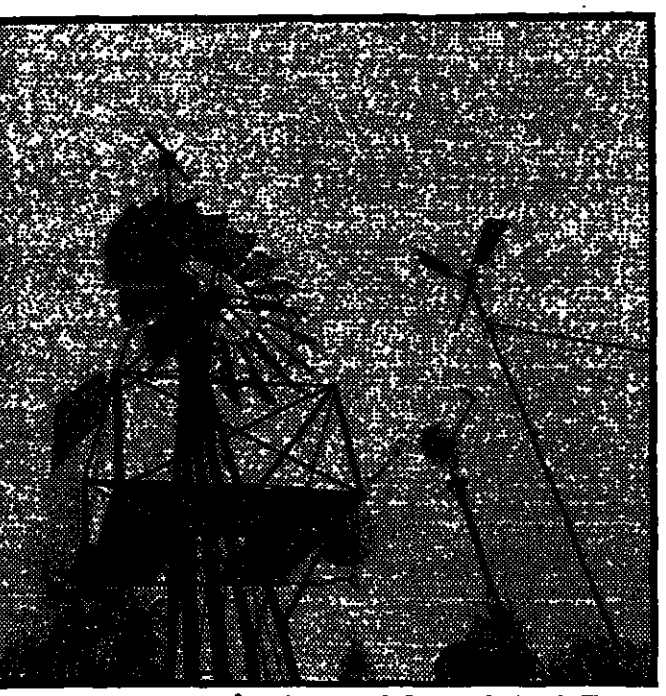
This is the only community in the world that lives on solar water and wind energy, and manages to explain how it works in words of mostly one syllable. A sign on a plastic bin in the organic waste-collecting area says: "Please pee here."

A bigger tank is labelled: "Nothing happens here. For years we tried a solar-heated camp pond. It did not work." Another camp pond does work—on the direct light of the still Welsh sun, and nearby is Britain's only interseasonal solar heat store, which also works.

A windmill made from an old bicycle wheel can recharge batteries or work an agricultural fence. A huge, new windmill on the mountain keeps the whole community supplied with power when pressure at the water-wheel is low.

Mere survival after a decade sounds sad. Raine's predecessor, Roderick James, recalls the early dreams, when almost everything seemed possible. "There was talk of setting up alternative universities, of chains of organic farms, of centres all over the world. We dreamed of communities supplied by windmills, solar panels and organic vegetable growing."

A more precise aim inspired the founder, Gerard Morgan-Creswell. "Unless the Western world could pioneer for itself some way in which life could be lived without using up the capital



The windmills of Machynlleth. Picture by Denis Thorpe

## WALTER SCHWARZ on an alternative anniversary Blowing in the windmill

resources of planet earth, the collapse of civilisation was ultimately inevitable," he said.

Ten years on, the pioneers are established: 28 full-time staff, with 13 of them, plus six children, living as a community inside the old quarry. There has, however, been no obvious breakthrough to the outside world.

The Central Electricity Generating Board still considers itself the only serious power source. "Enough water runs off our hills to provide all the power they need — but nobody bothers, because the grid exists," said Bob Todd, the centre's technical director.

Todd endlessly adapts his systems to Welsh rain and cold and supplies prototypes to remote Scottish islands and energy-starved communities around the world. His unique interseasonal heat store warms the exhibition hall, free, up to Christmas.

"We could have it working all the year round if we could modify it some more, but there isn't the money."

Todd left his job as lecturer in engineering control systems, in revolt against the "technological push in industry — inventing things people didn't want and creating markets for them."

The technical push is still on, and the Department of Energy's renewable energy

different questions: not where can we get more power, but how can we use less and what can we make for ourselves? We get them to make their own tools too," said Damian Randle.

He thought he had detected a new feeling among teachers and pupils "that the stage system cannot deliver what is required: there's a search for small, do-it-yourself groups."

Doing it yourself cheaply, and preferably in groups, is what the centre is about. Todd concedes that for a man to put up his own windmill to cut his fuel bills "would cost hundreds: there's a gap in the market for a windmill that size."

Here is a wheel that has come full circle. If the spirit of the Sixties was revolt of the affluent against the nasty, the ensuing recession put ecology, for a time, back to the end of the agenda as an unaffordable frill.

Now, in the Eighties, comes the idea that there may never again be life-long full-time jobs for all, yet life must go on. Cutting fuel costs is right at the top of this new agenda.

It is a people-led movement, inevitably slow, and that is why the Machynlleth centre still struggles. It hopes to put in a classroom and work space, and to buy a local bus as a course centre. But nobody has yet put up the money. Charitable trusts pay about a fifth of the centre's bills — the Government pays none.

The immediate hope is that people will learn quicker than governments. But governments will have to be made to listen in the end. Britain's power stations have enough heat-loss to supply all our domestic heating, but it cannot be harnessed unless the stations are decentralised. Individual converts can not do that.

The Department of Energy does send people down here to visit. They are polite but there is no sign, 10 years on, that they are listening.

"We get the kids to ask

## RICHARD BOSTON on Madames Schmetterling

IT WAS one of those international get-togethers that are the setting for so many jokes. There was an Englishman, a Scotsman and an Irishman — that kind of thing. For some reason there are never any women at these gatherings.

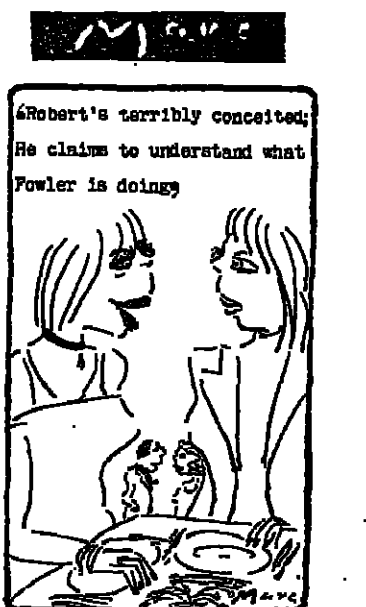
Be that as it may, at this one there was an Englishman, a Frenchman, an Italian, a Spaniard and a German, and they were discussing their respective languages. Each patriotically praised his own.

The Englishman claimed that English was the most beautiful of all languages, and gave as an example the word butterfly. Does it not capture exactly the fragile beauty and unpredictable behaviour of those delightful insects?

The Frenchman agreed that butterfly was indeed a beautiful word, but not (he maintained) as beautiful as papillon. The Spaniard started extolling mariposa, while the Italian insisted that no word could be lovelier than farfalla. Finally, the German could stand it no longer. So, he said, and yet it is wrong with Schmetterling?

This story was brought to mind the other evening when I went to the London Coliseum to hear and see — and weep buckets — at the English National Opera's stunning production of Madama Butterfly. Puccini could presumably have called his opera Signora Farfalla, or Madame Papillon. I don't suppose it ever occurred to him to call it Frau Schmetterling.

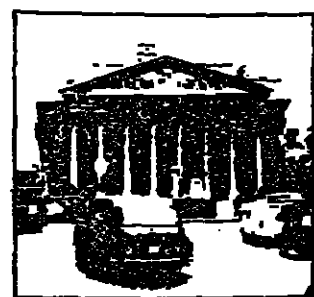
What I had forgotten, if I ever knew what it was, the name of Butterfly's faithful servant is Suzuki. This raised the alarming possibility that other characters might have



Robert's terribly conceited; he claims to understand what Fowler is doing



# Mrs Thatcher wants to help small investors but she keeps boosting the big ones



## NOTEBOOK

Edited by Peter Rodgers

MRS THATCHER wants to spread the management of wealth away from the great grey institutions such as pension funds and life assurance companies, and into the hands of small investors. The sale of British Telecom helped her over one step down the path. But over the last few years the government has actually done an awful lot to increase the grip of City institutions on investment.

The latest and best example of this one step forward two steps back approach is the state earnings related pension scheme, which will send anything up to £4 billion a year towards the institutions' coffers.

The obvious beneficiaries, the life assurance companies which provide pension plans and endowment policies, were busily playing down the effects. Perhaps they are worried that what the government gives with one hand it will take away with the other (with bigger tax bills). More likely, they expect that emerging competitors such as banks and building societies will grow a large share. But it really is very difficult to pretend that it is not an enormous bonanza.

Even if banks and others do get a lot of the business, it will only be a different way of sharing out the cake among similar people. It hardly makes sense to build a pension on the basis of investments in bank deposits, so competitors will want to build up their own investment management teams from the City's pool of fund managers — or more likely buy up existing fund management firms or life assurance companies, which fetch pretty fancy prices already.

It will not actually be a diversion of money that would have stayed in the hands of private investors, because it would otherwise have gone straight to the government in higher contributions, but the new funds will swell the pool of money available to the institutions by a large proportion, whether or not the managers who handle the money happen to work for life assurance companies or banks.

It is not the first time that by accident or design the insurance and pensions industry has had a leg up from the government. This spring, the government's agitating over whether to tax pensions funds brought a tremendous boost to the Budget and the business of life companies, though nothing was actually done to them in the end. In 1984, the abolition of life assurance premium relief had a similar effect in bringing business in the weeks leading up to the budget announcement. And not long before that, the move to mortgage interest deduction at source gave a

tremendous boost to the sale of endowment policies linked to mortgages.

Far from being the threat that the industry believes, the government is very much a friend, on balance. But it does run against the policy of dispersing management of wealth to individuals.

Portable pensions will also push money towards the institutions which will manage them, so it all adds up to a policy of which the Bank of England would firmly approve. It has made it clear that a further concentration of investment funds among the institutions would be a good move.

## A small drop

JUST WHEN it had become fashionable to forget oil prices as an issue in the markets, they re-emerged to

dampen hopes of a cut in base lending rates.

In fact, the surprise has been that after weeks of speculation about a coming round of oil price cuts and bickering among Opec members there has been so little effect on markets.

It seems that very high interest rate differentials compared with other main currencies have over-ruled just about every other signal. Talk of lower sterling interest rates has helped bring back the oil price factor.

Opec's decision to bring forward its next meeting and vague reports from Saudi Arabia about the meeting of ministers in Taif knocked sterling sharply from the 12-month high it reached on Monday.

Result: the Government stuck to caution over interest rates and refused to put a stamp on the money market. The Bank of England also played it tough in the

money markets to show it did not want rates to fall.

There was a requirement to buy £1.4 billion of bills to ease cash shortages in the banking system but the Bank estimated only £233 million by lunchtime to show it disapproved of the interest rates dealers were offering.

The Chancellor has sensibly argued that oil prices had a ridiculously exaggerated effect on the pound last year, but to go to the other extreme and assume that sterling's petrocurency status has disappeared is a mistake. A couple of dollars off the oil price would not be a great shock but the market seems to be aware even again of the (outside) possibility of a catastrophic oil price fall. There is no obvious autumn retesting cycle this year to get Opec off the hook.

So as the pound's strength is basically due to the Government's decision to keep

interest rates so high, it is tempting to move them down more than a token amount while Opec is going through one of its periodic mini-crises.

This seems to have put sterling £3 on the sidelines, and sharply diminished the number of City analysts who get excited about the monthly money figures, which showed a half per cent rise in sterling £3, pretty well what had been expected. The fall in the narrow money measure M0 may have been more significant than the Chancellor's recent emphasis on it at the expense of M3.

Other things being equal it could justify a small base rate cut, but they weren't cut because of oil. The best immediate prospect seems to be a drop by the banks on 12.75 per cent base rates to the 12.5 per cent level set by their competitors.

## Share transferability looks increasingly close to success

# Exchange likely to win both votes

By Margaret Pagano, City Correspondent

The Stock Exchange Council is set to win the crucial vote at today's full poll which will change the shape of the UK securities market forever by admitting outsiders for the first time.

At a lively but measured meeting yesterday members were told by Sir Nicholas Goodison, the exchange chairman, that 3,032 proxies had been received out of a total of 4,495 votes, a 67 per cent turnout.

Proxies received for the first resolution, which will give entry to outsider firms, showed 83.9 per cent in favour of the vote. Since this resolution requires a simple majority it is bound to go through.

Voting for the second resolution, which needs a 75 per cent majority to alter the deed

of settlement, is more finely balanced but is also close to succeeding. Of the proxies received, 79.3 per cent were in favour, and another 976 votes are needed to push this through.

It is this second vote, which will give transferability to members' shares, which has caused the deepest resentment among many of the small to medium brokers and the one they have repeatedly threatened to throw out. If a free market in members' shares is created it will eventually lead to corporate membership of the exchange rather than the present individual membership system.

The exchange reckons that about 80 per cent of the membership will vote and is extremely confident that it will get the extra votes needed. One encouraging sign is that most of the regional brokers,

who number about 1,000 — many of them have been against the changes — will have voted by proxy.

It is believed the balance who have been sitting on the fence will be swayed by yesterday's meeting and poll result. Members will vote between 11 am and 4 pm today and the result should be known by early evening.

Most of the questions from the floor directed against Sir Nicholas were concerned with the share proposal which many feel does not adequately compensate members for opening the market to international and domestic competition.

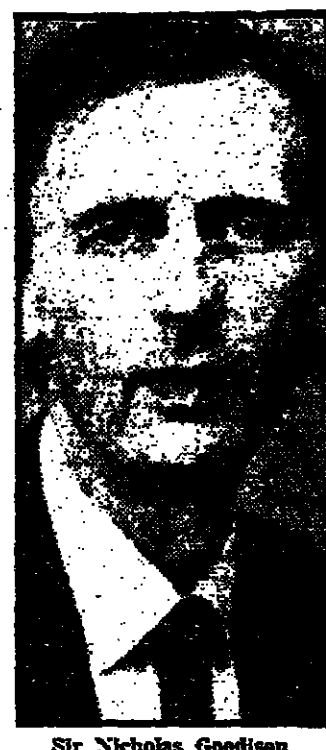
Critics of the proposal asked again whether an independent body could be set up to re-examine the method. They were reminded by Sir Nicholas that half the constitutional committee, which came up

with the proposal, had been external advisers.

Others expressed concern that small firms would be thrown to the streets as a result of new competition but were told that such pessimism was not warranted since many small brokers would actually have a great advantage in the new market.

One persistent critic, Mr Terence Adhams, raised the issue of limited liability for small partnerships who, if they decided to incorporate because of the new risks, would have to fulfil a minimum £200,000 limit which may prove too burdensome. Sir Nicholas agreed that this limit might well be lowered.

He has also assured members that the tap of new shares would not be brought in as in exceptional circumstances such as if the market in members' shares were to dry up



Sir Nicholas Goodison

## City looks for Serps bonanza

By Mary Brasier

BETWEEN £2 billion and £4 billion of extra money each year could flow into the private sector as a result of the Government's proposals to abolish the state earnings related pension. As the City yesterday attempted to value the pensions bonanza share prices of life assurance companies and banks rose sharply on the Stock Exchange.

Companies like Legal & General, the Prudential and Sun Life with business in both group and personal pensions, are the main beneficiaries of a switch into private assets. The boost to the private pension industry by the end of the decade when the Government's proposals take full effect could be to double the annual premium income of the life companies.

However the Government's plan is that the benefits of privatising pensions should be spread more widely with an invitation to banks, building societies and unit trusts to offer pension plans to employees formerly in Serps.

So while life companies felt they had cause to celebrate yesterday there were serious warnings of stiff competition.

The amounts estimated to be available to life companies, occupational schemes and nationalised industry schemes are based on the Government's requirement that contributions to private pension schemes should be at least 4 per cent.

Life companies in particular were busy pointing out yesterday that 4 per cent contributions — with equal shares from employer and employee — would buy very little.

What is not clear from the Government's proposals is which way the extra money will flow. Some life companies expect it to lead to the establishment of more small group pension schemes.

Others are betting on the growth of the self-investing pension fund for themselves. In the case of some Serps employees such as construction or agricultural workers, there could be industry-wide schemes.

Life companies clearly have a head start over other groups in that they have the machinery and sales forces in place already.

## Lawson cool on Nedo 'soft loans' appeal

By John Hooper, Trade Correspondent

The Chancellor of the Exchequer, Mr Nigel Lawson, has given a cool response to evidence from the National Export Development Office on the benefits of extending loans at preferential rates to buyers of British goods.

But the chairman of a Nedo group which represents many of the industries most affected by official policy on "soft loans" said that unless the government was prepared to suffer credit on the same terms as Britain's competitors, the country's heavy industrial base could be destroyed.

Dr Eric Booth, of the Heavy Electrical Machinery Economic Development Council, was speaking at a press conference to publicise the Nedo's report on the follow-up benefits of overseas projects won with the support of export subsidies.

The report, prepared at the Chancellor's request, was delivered to him on April 23. The Chancellor asked for it in response to the howls of protest from heavy industry following the report's study carried out by government economists and released last year — which questioned both the effectiveness and desirability of providing "soft" loans.

The issue has become a long-running one since Lord Young's visit to China earlier this year during which the Chinese made it clear that they were not prepared to

countenance British tenders for major projects unless they were accompanied by attractive financial packages.

Government sources have indicated that the Cabinet is prepared to break the international convention which restricts the use of "soft" credit if overseas competitors go to first.

Opposition to the practice — which is particularly strong in the Treasury — is based on the view that Britain would be better off specialising in industries which do not need the financial "strings" attached to big capital projects.

Its supporters argue that such contracts are essential because they have numerous spin-offs. The Nedo paper sets out to prove this.

The core of its argument is that "it is characteristic of the capital goods market, and especially in export projects, that every contract is, to a very large degree, won on the strength of previous experience, even if the customers and technologies are different. Therefore, the decision to follow a contract to a considerable extent, and every contract generates follow-up benefits by way of future contracts."

The report does not include examples of contracts lost because of the lack of soft credit, but Nedo officials said yesterday that during their research they had been provided with examples of several companies.

## US interest rates slip on hopes of easier monetary policy

From Alex Brummer in Washington

American interest rates edged down on the New York money markets yesterday following their sharp drop on Monday on expectations that the Federal Reserve will continue to ease monetary policy.

At the latest treasury bill auctions three-month interest rates fell from 7.25 per cent to 7.00 per cent, their lowest level since 1980. Encouraging market speculation that the Federal Reserve may give rates another nudge down by

dropping its discount rate from 7.5 per cent to 7 per cent.

The drop in rates on Monday had provoked an explosive bond rally on Wall Street which has been fuelled by the notion that the US economy is going nowhere this year so government securities must be a generally better investment than the stock market.

There was further evidence of a weakening economy yesterday when new car sales dropped to an annual rate of 8.1 million in May from 8.7 million in April.

The continued weakness of the economy has made the markets nervous ahead of the next gross domestic product flash forecast, due to be released on June 20. This has led to the runaway speculation that the Federal Reserve will be forced to lower rates.

It certainly appears to be taking no notice of the latest \$4.5 billion jump in the growth of the money supply which has alarmed some analysts.

Dr Henry Kaufman, of Salomon Brothers, argues in his latest market letter however that the larger than expected growth in the money supply "is not likely to change the accommodative posture of the Federal Reserve."

Among the reasons many analysts expect the Fed to keep money on a loose rein is the continued overvaluation of the dollar which is being largely blamed for the sluggish economy.

## Sturge will go public next week

By Mary Brasier

Sturge Holdings, one of the two largest underwriting groups in the Lloyd's market, will be the first to go public when its shares are quoted on the Stock Exchange on Monday. Dealings are expected to start at over 250p a share, giving the group a market value of more than £65 million.

Sturge is arriving by way of an introduction sponsored by Kleinwort Benson and armed with a 69 per cent increase in interim profits to £1,923 million for the first half of 1985. Despite the poor results emerging from some syndicates in the market, Sturge is forecasting full-year profits of £7 million together with a 6p dividend and an upturn in business over the next three years as premium rates harden.

The largest part of its business is in the marine market with less exposure to troubled areas such as US long-term risks.

The group has expanded rapidly over the past two years and has been a major beneficiary of the Lloyd's ruling that brokers must sell off their underwriting syndicates by 1987. Earlier this year Sturge bought Edwards & Payne from Sedgwick Group to add another three syndicates to its stable of 13 and profits of £800,000 to its total this year.

The group has not yet exhausted possibilities of the investment programme. Chairman

Mr David Coleridge said they had been offered several opportunities and although no decisions were taken place at the moment he would like to add additional marine and non-marine syndicates. Sturge syndicates are currently writing up to £270 million of premium income and hope to increase that limit to just under £300 million with the addition of at least 200 new names for 1986.

Mr Coleridge, who has just returned from a regular recruitment drive in the US, said he had found no reluctance among names to join Lloyd's despite well publicised horrors like the PCW losses.

At least 3,000 new members are expected to join the market for 1986.

Sturge is also looking at non-Lloyd's businesses in financial services as an area for expansion, but has no immediate plans.

Next week's listing will establish a proper market for the company's shares after a year of matched bargain dealing which has seen the price rocket from 165p to the level at which 42.5 million were placed last May to 370p before a recent scrip issue. Five hundred names and 100 employees hold shares and around 8.4 per cent of the capital is owned by institutions.

Life shares are being issued for next week's introduction and there are no obvious large sellers so Sturge expects a successful debut.

## New crisis at Talbot

NEARLY 1,200 Talbot car workers are to be laid off from next Monday, for the third time in a year, because of a new hitch in the company's lucrative contract with Iran.

The latest crisis follows the breakdown of negotiations through a German firm to extract payment from Iran for thousands of car kits produced in Coventry, on an oil-barter basis.

Among the reasons many analysts expect the Fed to keep money on a loose rein is the continued overvaluation of the dollar which is being largely blamed for the sluggish economy.

## Hopkinsons Holdings p.l.c.

### RESULTS FOR THE YEAR ENDED 31st JANUARY 1985

	1985 £'000	1984 £'000	Increase %
Turnover	59,165	57,298	3
Operating profit	5,389	4,842	11
Profit before taxation	5,830	5,019	16
Profit after taxation	3,649	2,944	24
Dividend	5.65p	5.55p	
Earnings	22.23p	17.91p	24

The final ordinary dividend of 4.15p per share will be payable on the ordinary share capital as increased by the proposed one for four scrip issue.

### The Directors in their Report state:-

Sales volume has increased slightly during the year and there has been an improvement in margins due partly to the benefit arising from the introduction of new capital equipment and new products which is an ongoing process. Hopkinsons, Donkin and Wolstenholmes all performed well with increased

contributions to group profit. Blakeborough had a difficult year but should return to profitability this year. It is the policy of the Board to place great emphasis on the development of high technology products which enable the Group successfully to compete in world markets.

### The Chairman's Statement includes the following comments:-

In many ways it has been a pleasant year, the turbulence of national events, whilst not having a direct effect on work loads, impinged on the Group in many diverse ways. Our U.K. service companies and overseas subsidiaries make worthwhile contributions, and Donkin's expansion of its Canadian factory happily indicates a need to lay early plans for further development of its capacity. Another feature of the year and one which pleased immensely was the absence of the need for redundancy on anything approaching the scale which necessarily caused us to suffer in recent times. The introduction of further modernisation to

enable us to stay in the forefront must bring the conflict of man and machine with it but as though transitions can be eased and contained; if it means a somewhat earlier retirement for some who have been long associated with us to secure the eagerness and aspirations of the young then I hope that differing viewpoints on these issues may be reconcilable. I am not given to star-gazing but do not doubt that we can adjust our line of collimation sufficiently to give us commercial accuracy in attaining objectives. The results for the first two months of this year have been encouraging.

Hopkinsons Holdings p.l.c. Birkby Grange, Huddersfield HD2 2XB

## Brussels and Washington agree on new steel pact

From Michael White in Washington

The United States and the European Community have agreed on another landmark treaty towards greater protectionism on behalf of the US steel industry by agreeing to a 100,000 ton increase in EEC steel imports in return for the promise at tight European restraints before the end of the year.

The formal EEC position is that the issues are not linked, but necessity has prevailed. In unpublished talks between the Commerce Secretary, Mr Malcolm Baldrige, and the EEC's Commissioner for External Affairs, Mr Willy de Clerq, a provisional agreement was reached whereby French and German

steelmakers will be allowed to send 100,000 tons of large diameter steel pipe worth up to \$50 million as part of a French contract for 320,000 tons to build an oil pipeline between California and Texas.

In return, Mr de Clerq conceded that the 1982 basic steel agreement covering 10 products and 95 per cent of EEC exports to the US will be renegotiated by the end of October in the way that subsequent US deals with Japan, Brazil and Korea have enhanced the protection of the ailing US industry since 1982.

There was also agreement that Europe would acknowledge quotas on the so-called "consultation products", including cold-finished bars, black plate, alloy wire rod and other more special steels which the US alleges have caused damage.

The understanding must be ratified by the Council of Ministers and possibly by the US steel industry.

There is continuing bitterness about 20 years of US protectionism in which American producers have not taken their opportunities to restructure and modernise. But given US protectionist pressures, European diplomats appeared initially grateful that negotiation rather than retaliation had been achieved.

## GFSA unveils plans for Kloof

By Andrew Cornelius

Gold Fields of South Africa, which is 48 per cent owned by the Giant Consolidated Goldfields group, yesterday demonstrated its confidence in the future of the South African economy by unveiling details of the first major gold mining development there for nearly a decade.

GFSA is planning a £180 million investment to extend the Kloof mine close to Johannesburg to a total of 390 acres with reserves with a market value of \$3.9 billion (£4.9 billion) at today's prices.

Mr Robin Plumbridge, the

GFSA chairman, said that the project will commit the company to a 30-year structured Kloof deal so that it does not fall foul of new legislation to be announced within the next few weeks aimed at preventing the merger of mining developments in a way which would mean the loss of state tax revenues. Mr Plumbridge said that he was confident that the arrangement whereby the existing Kloof mine would be extended, rather than merged with a new company, would meet with the approval of the South African authorities.

GFSA and its subsidiaries already own 97 per cent of the extension area to the Kloof

mine. They will sell this interest to the Kloof Mining Company (where GFSA has a 30 per cent share stake) in return for Kloof shares. The initial development costs of the mine will then be funded by the issue of a £20 million (£45 million) convertible debenture.

An independent merchant bank has been hired to ensure that the deal is fair to all shareholders.

Mr Plumbridge said that the development will begin to operate profitably by the end of 1992. He said that the investment calculations had been based on the existing gold price of around \$316 per ounce.

very important aspect from the national point of view.

GFSA stressed the important social aspect of the new mining project which will employ between 10,500 and 11,000 people. "The great majority of these people will be low skilled," he said. "That is a

mine. They will sell this interest to the Kloof Mining Company (where GFSA has a 30 per cent share stake) in return for Kloof shares. The initial development costs of the mine will then be funded by the issue of a £20 million (£45 million) convertible debenture.

An independent merchant bank has been hired to ensure that the deal is fair to all shareholders.

Mr Plumbridge said that the development will begin to operate profitably by the end of 1992. He said that the investment calculations had been based on the existing gold price of around \$316 per ounce.

BRITAIN'S shortly to be privatised Royal Ordnance factories have won a £24 million order from the US Army for their 81mm mortar, and ammunition. This is the first production order, covering annual requirements for 1985, to follow a long, hard-fought campaign to get the British weapon accepted by the Pentagon. It involves more than 400 mortar tubes more than the Royal Ordnance factory in Nottingham, and about 350,000 bombs made at factories in Chorley, Lancashire, and Glasgow, Wales.



When you look at some modern buildings, their aim seems to be to turn people into robots

# Architects will need to think small in the 21st century



ALTERNATIVES  
Harford Thomas

ARE architects human? The question, unfair of course, has been asked before and arises again in the aftermath of the Palazzo Pirelli affair. Looking at some of the illustrations to support Mr. Palazzo's scheme for a 280ft glass-fronted tower as the centrepiece of a new Mansion House Square, I found myself asking, where are the people? In one of them I could make out only six diminutive human figures, though the specks at the foot of the tower may have been human, if hardly visible, being only one fiftieth, as tall as the building.

This is not the first time I have noted the tendency among architects and town planners to exclude people from the sketches, models and photographs they make of their projects, or to reduce them to a minimum. One of my favourites goes back more than 30 years to an idyllic watercolour sketch of a proposed traffic relief road for Oxford through Christ Church Meadow with four cars, one lorry and one bus in sight.

If you go through some of the picture books of modern architecture you will begin to wonder whether architects have a subconscious wish to dematerialise the human users, or even the passers-by, from their masterworks. Their photographic record

living rooms with no occupants, street facades with empty pavements, libraries without readers, concert halls without orchestras or audiences, railway stations without trains or travellers, sport stadiums without crowds or contending teams, factories without workers, art galleries and museums without viewers.

It is, all rather eerie. Is this how the architect wishes his work to be known, undisturbed by human use? Is architecture to be judged simply as a form of artificial landscape? This, indeed, is the approach of some artists. John Piper, for one, in his deeply felt paintings of buildings in the natural landscape hardly ever includes a human figure (though stone statues do appear).

In fact, too much of the debate about architecture tends to be about the external appearance. What will it look like? That is the point for public debate. What goes on inside it, that is for the client — and also his employees, but what say will they have?

Some of the most successful modern architects have been exhibitionists, making a name for themselves by the public impact of their works. Something of the Tower of Babel megamania attaches to the competitive drive of the ambitious architect to make it taller, more different, more conspicuous. Modern technology provides the tools and the materials to do that. That way leads to gigantism.

The current revolt against high rise in particular and against megapolises in general is a protest against inhuman scale — and, inhuman pace. Human beings, through recent experience, have come to suspect and reject the promise of a development which will enable them to reach their work places by underground, transport and underground walkways and tower blocks to air-conditioned office cell, enclosed within tinted glass, with underground shopping as an optional extra.

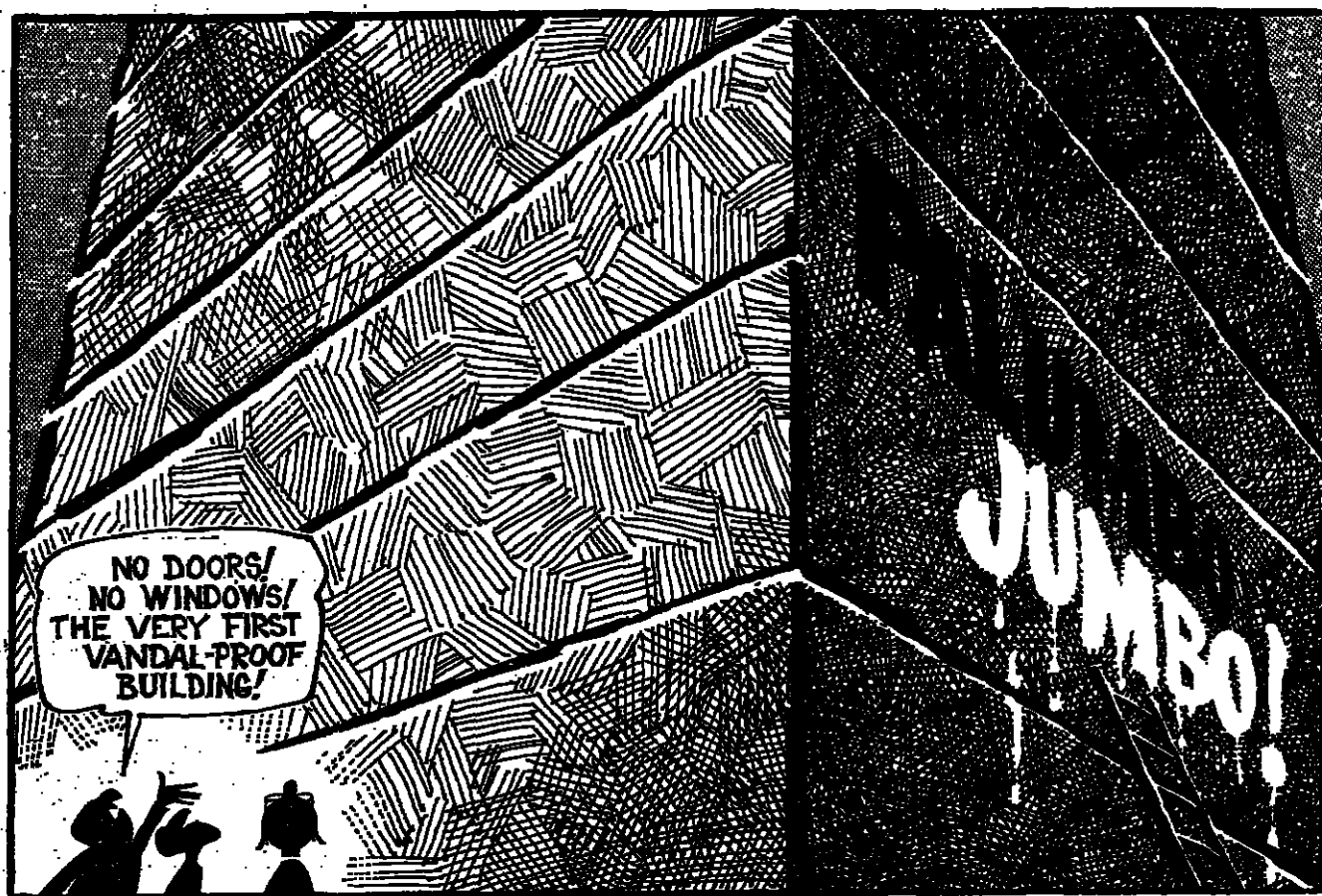


ILLUSTRATION BY PETER CLARKE

This is a formula for the beehive or ant heap society. Modern technology could bring it about. A seewhiz exercise in social engineering, but not a civilised society.

Rapidly, the new technology, being micro rather than macro, seems more likely to do the reverse. Already the trend is to disperse rather than concentrate, to decentralise rather than to centralise.

Heavyweight institutions (though not all of them) have been the slowest to recognise and welcome this trend. The slowest of all has been the Government, where authoritarian centralism is the prevailing ethos of the mandarins. It seems that Mrs Thatcher really had been persuaded that a 1960s American model Mies van der Rohe skyscraper development was the key to the survival of the City of London.

To escape mindboggling time sort, we need nothing less than a new understanding of an architecture to fit the world of the twenty-first century. A number of phrases have already been coined to sum up what is needed.

Guardian series I edited in 1976 for the United Nations Habitat conference on human settlements (later published by Guardian Business Services as a book under that title).

People feel at home if they feel they belong both to their own locality and to their own community. This sense of place is crucial. Many of the urban disasters of our time have been due to the destruction of neighbourhoods in the name of comprehensive development, or to the relocation of people in ill-thought-out and therefore soulless new estates.

Sense of place is indefinable, you can't pin it down, but every place acquires its own personality. We say colloquially, "it's a very nice place," and everybody knows what we mean.

Another way of putting it is to be found in Winston Churchill's comment at the time of the rebuilding of the House of Commons after the war: "We shape our buildings; thereafter our buildings shape us."

people must think about what their buildings will do for them.

In practice, most people, architects included, have a dear idea of what kind of dwelling will make a satisfying home. But note, architects are more likely to be found living in the older and cosier corners of cities rather than in the new housing they have designed for others.

Human scale should be the reference point for architects. For centuries, back to classical times, it has been only in the last hundred years or so has machine technology made it possible to disregard it (churches, temples, palaces, what you can call ceremonial buildings are a different matter: they were built to an ultra-human scale with the intention to amaze and overawe the populace).

In a book called "Human Scale" by Kirkpatrick Sale, human scale in architecture is analysed in relation to the width and range of vision of the human eye. It has been calculated that the maximum range for recognition of a human face is 72 feet, and for reading a facial expression it is 48 feet.

At a single glance normal vision can take in a width of 60 feet at a distance of 52

feet. A forward looking level glance will take in a building height of 26 feet at a distance of 52 feet. By juggling these figures around one can calculate ideal street widths and buildings for easy visual recognition.

They yield an ideal street width of 72 feet and building height of 48 feet (somewhere around three storeys) or lower building heights for narrower streets. And this is what you find in the fashionable parts of older cities, such as Chelsea, Monmouth, Georgetown, Well, etc. These and some similar mathematical ratios turn out to be the common factors in urban comeliness and serenity, what we also call urbanity.

Much of the most interesting architecture now in the 1980s is by small firms with small projects. The advance of micro-technology encourages them for it opens up a new outlook for creative small-scale development. Collectively this could be the new wave of the future. To brand objects to old hat gigantism as sentimental reactionaries is therefore absurd.

As yet, however, the human scale argument still lacks clout. What we are waiting for is a new philosophy of architecture in which people matter.

## Japan switches from consumer electronics

The consumer boom is ending but new growth is planned. Michael Smith reports from Osaka

JAPAN'S fast-growing electronics industry is rapidly shifting away from its traditional reliance on consumer goods like televisions and refrigerators towards industrial products like robots and office equipment in an attempt to maintain the pace of growth during the late 1980s.

The latest estimates indicate that Japan's electronics industry is expected to grow rapidly by 50 per cent to an annual output of about 100 billion by the end of 1987, largely because of planned and expected expansion in the sales of industrial electronics and components.

This growth will make the Japanese electronics industry far bigger than the entire output of European firms and place it second in the world behind the US.

Forecasts by the giant Japanese electronics concern Matsushita show that the sales of industrial electronics and components will grow between three and four times faster than the sales of consumer goods over the coming three years.

The forecasts project huge expansion in the sales of robots, semi-conductors, facsimile systems, telecommunications equipment and computer peripherals, while the growth in sales of consumer goods like televisions, hi-fi and dishwashers will be substantially lower.

Matsushita, the world's third largest electronics company, foresees sales of industrial electronic components like microchips, circuit boards, and robots going up by 15.2 per cent a year until 1987. Sales of industrial electronics like word processors, telephones, and facsimile equipment, will grow at an annual rate of 14 per cent during the same time.

Electronics experts here are convinced that the boom in consumer goods is finally over, with sales in the next three years growing at the annual rate of only 3.4 per cent.

Moreover, the Japanese believe that the trend has now been established in which the expansion of industrial electronic equipment sales will far outpace the sales of

consumer goods which provided the platform for so much of Japan's dramatic economic expansion in the 60s and 70s.

It is a trend reflected in moves by Matsushita, Japan's largest electronics firm, with its own prosperity based soundly on the consumer goods boom, to raise the portion of group sales from industrial electronics from 25.4 per cent in a current three-year development programme. Matsushita is also diverting increasing sums from a £1.75 billion a year research and capital expenditure programme into the industrial electronics field.

However, the projected growth in Japan's industrial electronics industry will inevitably arouse renewed fears in Europe and America over Japan's mounting trade imbalance with the rest of the world.

Japanese industry is increasingly concerned that Europe and America will impose strict trading barriers to halt its growth, and only recently the Prime Minister, Mr Nakasone, summoned the heads of 60 top companies for urgent talks on methods to help ease the crisis.

There is growing pressure on Japanese industry to purchase more supplies and equipment from the West, and equate to larger sums from its mounting trade surplus into permanent new investment in the West.

The results of Mr Nakasone's intervention and Japan's placatory measures are likely to emerge early next month.

Mr Nakasone yesterday told his Cabinet ministers not to give in to political pressures and to increase their efforts to meet a July deadline for defining steps to open up Japanese markets to foreign products.

He wanted ministries to move quickly to reduce tariffs, relax regulations, and remove other barriers to imports, said officials at the Prime Minister's office.

Economic Agenda has been held over until tomorrow.

## PUBLIC APPOINTMENTS

### JOBMATE

Jobmate is a unique multi-media youth unemployment project which helps young people survive unemployment and find work by linking them with "jobmate" volunteers. The project is managed collectively.

#### TEAM CO-ORDINATOR

- to identify and develop links with media outlets
- to take a central role in the project's administration
- to maintain an overview of the project's work

The successful applicant will be able to promote the project effectively and have good management and administrative skills appropriate to a collective.

#### SOUTH LONDON CO-ORDINATOR

- to recruit, train and support jobmates
- to publicise the project locally
- to liaise with community, youth and careers work agencies

The successful applicant will be able to cope with a varied workload and develop local networks.

For both posts, experience of working with or an understanding of the needs of young unemployed people, particularly young women and those from ethnic minorities, is essential. Some weekend and evening work is required.

Salary: £11,662 p.a.

Jobmate is partly funded by the GLC and supported by the National Education College.

Further details and application forms from: Jobmate, 6 Old Place Lane, London SW1P 3RP. Tel: 01-272-2222.

Closing date: Monday, June 24th.

Jobmate is an Equal Opportunity Employer.

### SOCIAL SERVICES DEPARTMENT

#### Deputy Officer-in-Charge

Grade 1, £14,114-£15,107 plus appropriate allowances of £1,000 per month.

SUMMERHILL, 105 PALATINE ROAD, DORSET, MANCHESTER 20

An experienced and enthusiastic individual is required to join a team of managers in a children's home for mentally handicapped adults. The person appointed will be expected to possess considerable experience of caring for the mentally handicapped.

Applicants should demonstrate a high level of skill and imagination and will be expected to develop case practice and policies, co-ordinate individual care programmes and implement staff supervision. Management skills are an important function of this post.

Application forms from Personnel Section, PO Box 526, Town Hall, Manchester, Tel: 01-274 3670/3671 between 9 am and 12 noon.

Closing date: 21st June 1985.

The City Council operates a Union Membership agreement under which a new employee is required to become a member of a recognised Union.

### MANCHESTER City Council

Manchester City Council is an Equal Opportunity Employer and we positively welcome applications from women and men, regardless of their race, ethnic origin, disability, age up to 65, sexuality, or responsibility for dependants.

### DIOCESE OF SALISBURY

The Salisbury Diocesan Board for Social Responsibility wishes to appoint:

#### A DIRECTOR FOR SOCIAL RESPONSIBILITY

The post, which is open to men or women, ordained or lay, is full-time. The Board delegates its responsibilities through committees, and the successful applicant will have a responsibility in awakening and sustaining interest in social concerns at both diocesan and parochial levels. The post covers the greater part of Dorset and Wiltshire.

Copies of the job description, together with an application form, can be obtained from: The Diocesan Secretary, Church House, Crane Street, Salisbury, Wiltshire SP1 2QJ.

### GLC

Working for London

Our equal opportunities policy can work for you. In many areas of the Council's work women, ethnic minorities and people with disabilities are under-represented. Our positive approach to equal opportunities is aimed at redressing this imbalance and we would particularly welcome their applications for this post.

#### Senior Management Analyst

To take a lead role in special projects work directed at reviewing key aspects of administrative performance throughout the Council's service and providing a problem-solving capability in management issues.

The post calls for the interpersonal skills, expertise and experience to advise at the most senior decision-making levels within the Council coupled with the ability to initiate and implement change. A sound knowledge of management and its associated processes within large organisations is essential.

£14,620-£18,489 inc. Ref: P26381

Write to: FE Staff Section, Room 725 or Tel: 01-533 5728/6650.

Application forms must be returned by 14 June 85.

To obtain your form write to the appropriate Staff Section, quoting the ref. and room number on the envelope, to: GLC, The County Hall, London SE1 7PB. Or telephone the number given.

The GLC is an equal opportunities employer. We invite applications from women and men from all sections of the community, irrespective of their ethnic origin, colour, sexual orientation or disability, who have the necessary attributes to do the job.

Job sharing arrangements are open to all applicants.

### CIRCLE TRUST LTD

The Camberwell branch provides a club and supportive housing for single people with a background of homelessness or institutional living. Currently there are 26 units in management. This number will more than double over the next two years and will include shared housing, a small hotel and self-contained flats. The staff team is planned to grow in line with the completion of the housing development programme by partner Housing Associations.

### CO-ORDINATOR

This new management post has been created by the branch committee to promote an integrated approach to a workload that is growing in scope and complexity. Salary scale (inclusive) £11,964-£12,273.

For further details apply to: The Administrator, Camberwell Circle Club, 25 Camberwell Grove, London SE5. Tel: 01-703 6545.

Completed application forms should be received by 24th June 1985.

### PSI

#### LOCAL AUTHORITIES RACE RELATIONS INFORMATION EXCHANGE

#### ADMINISTRATIVE ASSISTANT

Applications are invited for the post of Administrative Assistant to this information service to local authorities, located at the Policy Studies Institute. The appointment will initially be up to 31st August, 1985.

Salary up to £7,000.

Application forms and further details are available from: Policy Studies Institute (Recruitment), 100 Park Village East, London NW1 3SR.

Closing date: 28th June, 1985.

PSI is an Equal Opportunities Employer.

### LEEDS POLYTECHNIC STUDENTS UNION

#### STUDENT RECREATION AND SPORTS OFFICER

Position to co-ordinate and develop general recreation and club activity of a Students Union.

Applicants for the post should preferably have:

- An education in sport (Diploma or Higher)
- Coaching experience and qualifications
- Experience in leisure management
- An interest and background in student life

Starting salary £7,500 to £8,500

For application forms please ring 0532 430171.

Closing date for applications 18th June.

### LEEDS POLYTECHNIC STUDENTS UNION, (SPORTS OFFICER APPLICATION), CALVERLEY STREET, LEEDS LS1.

### ASSISTANT MANAGEMENT SECRETARY

£15,699-£16,722

This post is responsible for running the central Management Secretariat which:

- services the Policy and Resources Committee, its Sub-Committees and Panels
- organises and services Appeals Committees dealing with school allocation appeals, etc.
- deals with grants and Urban Aid to voluntary and community bodies, etc. through a Grants Panel;
- new legislative requirements, e.g. implementation of competition regulations;
- internally investigates "Grievances" complaints.

Candidates should have a sound knowledge of Council administration. The practical requirements are a sound administrative background and an ability to develop and implement policies and initiatives in a new and expanding area of the Council's activity.

Further particulars and application forms can be obtained from the Management Secretariat, Room 326, Civic Offices, Broadway, Leeds, LS1 2BB. Tel: 0113 277 0111. Closing date: 24.6.85.

### Bexley London Borough

### THIRD WORLD INFORMATION NETWORK LTD

#### DEVELOPMENT OFFICER (Trade) Up to £14,500

#### ADMINISTRATIVE OFFICER (Office Management) Up to £10,000

Two new appointments must be made to the team developing new forms of trade and technology transfer with the Third World. This company is funded by the GLC for four years.

Details on applications from TWIN Ltd, 96-100 St. Pancras Way, London NW1 3ES. Tel: 01-482 1026.

Applications must be in by June 24th, 1985.

TWIN is an Equal Opportunities Employer.

### IVS

#### INTERNATIONAL VOLUNTARY SERVICE

Two Staff Vacancies

#### FIELD OFFICERS FOR BOTSWANA AND LESOTHO

IVS aims to assist development by recruiting technically and professionally experienced people to work on two year contracts with governments, companies and groups in the Third World.

The Field Officers will administer and develop the IVS Volunteer Programmes in Botswana and Lesotho respectively and provide volunteer support.

Applicants should have: previous overseas experience, preferably as a volunteer; knowledge of Southern African states; administrative and other relevant skills. Terms include modest salary, housing, insurance, Field Office vehicle and all expenses. Annual visits to the UK.

Two stage selection procedure leading to appointment in August for Botswana and September for Lesotho.

Details on applications from IVS Overseas Department, Rm. 28 Regent Road, London, W1B 5TL. Tel: (01-252) 54182. Closing date: 10 June.

### LOUGHBOROUGH STUDENTS' UNION

#### RAG/COMMUNITY OFFICER

To assist Loughborough Students' Union and the Union's work in the local community. Fund-raising experience essential. Enthusiasm essential.

Salary on scale £5802 - £6400

For full details and application form, please write to: The Administrative Secretary RAG/COMMUNITY OFFICER, Loughborough Students' Union, 101-103, The Quadrant, Loughborough, Leics. LE11 2TT. Tel: Loughborough 217766.

### London Borough of Waltham Forest

#### INTERMEDIATE TREATMENT OFFICER

An alternative to custody

### INTERMEDIATE TREATMENT OFFICER

£7,767-£11,578 per annum inclusive dependent on experience and qualifications plus essential user car allowance.

The "Arches Project" has been in operation for over 3 years and has been successful in providing an alternative to custody for juveniles offenders. The programme includes individual work and group work on offending, structured activities and residential periods.

We require a person with some experience of working with juveniles and experience of working with offenders on this project. The successful applicant will be responsible for the day to day running of the project and will have knowledge of working with juveniles.

Informal enquiries: Pat Rouse, Intermediate Treatment Officer, 01-327 5544 extension 5220.

Please quote ref. P2632.

Applications form and further details from: The Director of Social Services, Waltham Forest Council, High Road, London, N16 9JL. Closing date: June 21, 1985.

AN EQUAL OPPORTUNITY EMPLOYER

### THE MISSIONS TO SEAMEN

require

#### A DIRECTOR OF NATIONAL APPEALS

to raise funds from the commercial sector and to manage the society's trading company. Hitherto should be a member of the Church of England, have broad administrative experience and skills in communications. Knowledge of marketing will be an advantage. To live within 70 miles of London.

Salary around £9,500 linked with MALGO scales. Car provided. To start August. Apply for job specification before June 28, to:

Assistant General Secretary (Administration), The Missions to Seamen, St Michael Paternoster Royal College Hall, London EC4R 2RL. Telephone: 01-249 8202.

### South Downs Way Short-term Project officer

The Countryside Commission, in conjunction with Hampshire County Council, wishes to appoint a project officer to carry out consultations and negotiations on the proposed extension of the South Downs Way long distance bridleway. It is proposed to extend the route from the West Sussex/Hampshire county boundary as far as Winchester. A background in environmental planning or agriculture would be useful. The successful applicant will have some experience of consultancy, negotiation and public speaking and will understand public rights of way legislation. He/she will be based at Hampshire County Council's Recreation Department in Winchester. The post will be for a period of approximately 6 months. The salary will be Scale 6 pro rata (currently £9,486 p.a.). Applicants must own a car and have a full current driving licence.

Further details and application forms may be obtained from: The County Recreation Officer, Hampshire County Council, North Hill Close, Andover Road, Winchester SO21 6AQ. Tel: Winchester 64221 ext. 54.

Applications must be received by 17 June 1985.

### Countryside COMMISSION

#### RESEARCH OFFICER

£11,268 - £12,258

The City Council has established a new unit within the Chief Executive's Department to provide an in-depth research facility for elected members.

The unit will be headed by a Research Officer who will carry out a range of research projects and provide a research service for party groups and Committee Chairpersons and Conveners.

Applicants should be qualified to degree level and have substantial experience of working in a research environment.

Application forms and further details are available from the Director of Personnel and Management Services, City Chambers, High Street, Edinburgh, EH1 1PL. Telephone 621-225 2424 Ext. 6412.

Closing date - 18 June 1985.

Edinburgh District Council is an equal opportunities employer. Applications are invited from women and men, from all sections of the community, irrespective of ethnic origin, disability or sexual orientation, who have the necessary attributes for the post.

IMPROVING SERVICES - CREATING JOBS

City of Edinburgh

Public Appointments appear on page 27







## BUILDING SOCIETIES

THE GUARDIAN Wednesday June 5 1985 21

THIS MORNING five hundred building society delegates are gathering in the Congress Theatre, Eastbourne, for their 49th annual conference. Many subjects will be under discussion, but there is one overwhelming concern: how will the new building society legislation, which will be in force early in 1987, affect them. The Economic Secretary to the Treasury, Mr Ian Stewart, is due to address the conference tomorrow and his audience will be eagerly awaiting further reactions to the Green Paper and clues about Government intentions. This special report reviews the present situation and future prospects

## Coping nobly while alterations are in progress

INTRODUCTION  
Margaret Dibben

FOR a hundred years and more after the Chesham Building Society opened its doors in 1845, the building societies experienced little evolutionary change. But in the last couple of years a revolution has gathered such momentum that, before long, the societies will scarcely be able to recognise themselves. The Government's Green Paper last July appeared broadly in line with the Building Societies Association's proposals. The Future Constitution And Powers Of Building Societies. The only area which disappointed the societies was not being allowed to break into insurance underwriting. But since then there has been a shift in sentiment. Recently the Government has been heard over granting the right to undertake conveyancing, and societies may have to give way on this one. The new legislation in its final form should be passed in just over a year's time and should take effect early in 1987.

The past twelve months has not seen such a bolt from the blue as hit societies in February, 1984, when the Revenue decided to tax gifts profits. Rather there has been an acceleration of existing trends. Most dramatic of these was the march across the country of the cash dispenser and the agreement of societies to co-operate on a shared network. Or rather two different networks. The movement as a whole is not pulling in the same direction, though we may yet see an amalgamation of the systems.

There has been a contraction in the number of societies through merger but, unusually, a couple of proposed mergers failed to materialise. The difficulties of merging now being experienced by Alliance and Leicester will be a caution to anyone believing that size is of paramount importance.

Other milestones since the last annual conference include the abolition of the £50,000 limit on savings with one society; and a new advertising code of conduct agreed with banks and finance houses to standardise rates of interest shown in publicity material.

To their dismay, banks are now on the same interest paying footing as societies, having to deduct tax before distribution. As a comeback, they designed new competitive saving schemes. The banks' high interest accounts have been a particular sore to building societies this year and the main reason why societies' inflow has been falling well short of requirements.

Not until next April will societies be able to match banks' ability to pay dividends gross to offshore residents, enabling them to open up the expatriate market, whether the pensioner who has retired to

Spain or servicemen in Germany.

The banks reactivated their interest in mortgage lending this year, but this has not been a problem because there is enough business for all. Indeed, the societies with their low intake this spring will be glad that the banks are pulling up so much of the slack.

But when savings start coming back to societies, as they eventually must given the extraordinarily high rates they are paying, then they may have to be more competitive on the lending side and maybe consider abolishing the differentials they now like to impose on large loans. Apart from the Woolwich and Nationwide, which have no differentials, and a handful of societies which impose higher rates from £30,000 loans, all societies are charging more from £25,000. Although the average mortgage taken out now is £22,000. A market in secondary mortgages — that is selling the debt to a third party — appeared this year. While popular in the United States because of the old practice of fixed rate mortgages, the idea is unlikely to make much headway here.

But the system of splitting home loans into two functions is likely to gather momentum, and the foreign institutions already have the expertise. There is no reason why building societies should both arrange the mortgages and service them afterwards.

The idea of a mortgage bank is likely to take hold. Institutional investors with plenty of cash looking for profitable investment could provide the money for home loans which would save building societies from the dependence on small savers. The large institutions have neither the retail outlets, the facilities, nor the experience for initiating loans and ensuring repayments are made; building societies do.

Building societies have already started formal links with other financial institutions: Abbey National with the Co-op Bank; Nationwide with Guardian Royal Exchange and Abbey Life; Bank of Scotland with the Nottingham. There is more scope for tie-ups, and no shortage of American banks who would love to own a British building society. Societies who choose to become limited companies under the new legislation could be bought out by UK or foreign companies. It is possible to envisage several top societies under foreign control.

Lloyds Bank has already cornered 2 per cent of the house selling market by buying estate agencies. What could be more natural than one stop housing supermarket offering sales, purchases, mortgage money, conveyancing, removal, and legal services? The Government has cast a doubt over conveyancing because of possible conflict of interest, but it does not seem troubled about other functions.

HIGH RATE BONDSHARE. NEW RATE APPLIES FROM 22ND MAY.

# ONLY A SELECT HANDFUL OF INVESTORS CAN SEE INTO THE FUTURE.

With a new Abbey National High Rate Bondshare we guarantee to pay you 2.75% above our normal share rate for two whole years. So you can have both hands very firmly on the future.

Although rates vary from time to time, currently that's a hefty 11.00% net p.a.

You hardly require the powers of a clairvoyant to see that this is no ordinary investment opportunity.

### STRICTLY LIMITED ISSUE

To set the ball rolling you require a minimum of £10,000.

In return, your investment will yield an equivalent of 15.71% gross if you're taxed at the basic rate. And you may invest up to the total joint account limit of £500,000.

As you might imagine, an investment opportunity of this nature has to be strictly limited. So we urge you to act swiftly.

### ACCESS TO YOUR MONEY

If you need to get at your money, withdrawals can be made without penalty providing you give us ninety days' notice. Or you can have instant access but you'll lose the equivalent of ninety days' interest on the amount withdrawn.

Either way, even if you leave in less than £10,000, your Bondshare will still live up to its name and earn you the full high rate.

### WHAT HAPPENS TO YOUR INTEREST?

Your annual interest can be re-invested in your Bondshare. Alternatively, it can be paid into certain other Abbey National accounts or into your bank. It's your decision.

But to take advantage of this unique investment opportunity you'll need to act smartly.

So return the coupon to us today. Or call in at your nearest Abbey National branch to apply for the new High Rate Bondshare.

Because if you've £10,000 or more to find a home for, your future investment plans should now be crystal clear.



Are you as happy with your building society?

ABBNEY NATIONAL BUILDING SOCIETY, ABBNEY HOUSE, BAKER STREET, LONDON NW1 6XL

To: Dept. B.S.2., Abbey National Building Society, FREEPOST, United Kingdom House, 180 Oxford Street, London W1E 3YZ.

I/We enclose a cheque for £\_\_\_\_\_ to be invested in a High Rate Bondshare

Account at my/our local branch in \_\_\_\_\_

Interest will be credited annually. Remember rates may vary.

Full name(s) Mr/Mrs/Miss \_\_\_\_\_

Address \_\_\_\_\_

Please send full details and an application card. Minimum investment £10,000. Maximum £250,000 (or £500,000 joint account).

11.00% = 15.71%  
NET P.A. GROSS EQUIVALENT

Postcode \_\_\_\_\_

Tel. \_\_\_\_\_

Signature(s) \_\_\_\_\_

Date \_\_\_\_\_

045



## ABBNEY NATIONAL HIGH RATE BONDSHARE

### Which Society?

Amongst the Top Twenty has

- \* The highest reserve ratio
- \* The lowest administrative costs
- \* No branch offices
- \* Offers to new and existing investors from 1st June 1985

**NEW RATES**

**10.85% = 15.5%**

**11.14% = 15.91%**

IMMEDIATE ACCESS TO BALANCE OVER £10,000

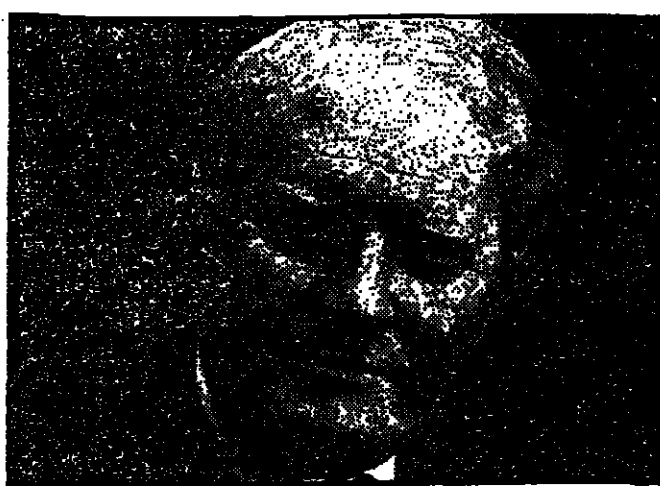
Free brochure from

**GUARDIAN BUILDING SOCIETY**

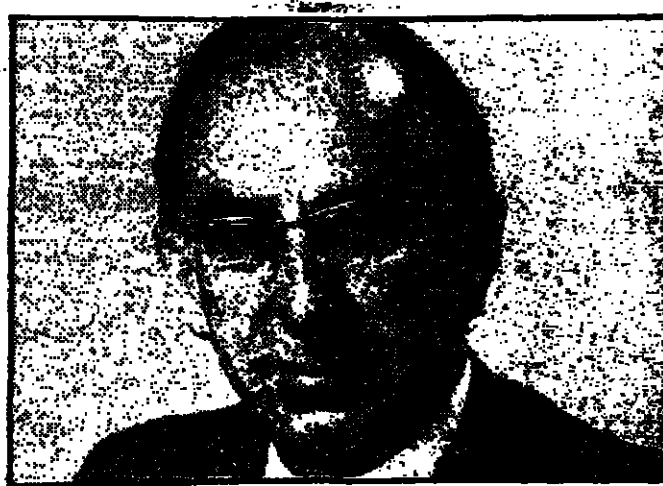
Dept G5, 120 High Holborn, London WC1V 6RH. Tel: 01-242 0891

RATES VARIABLE ASSETS OVER £500,000

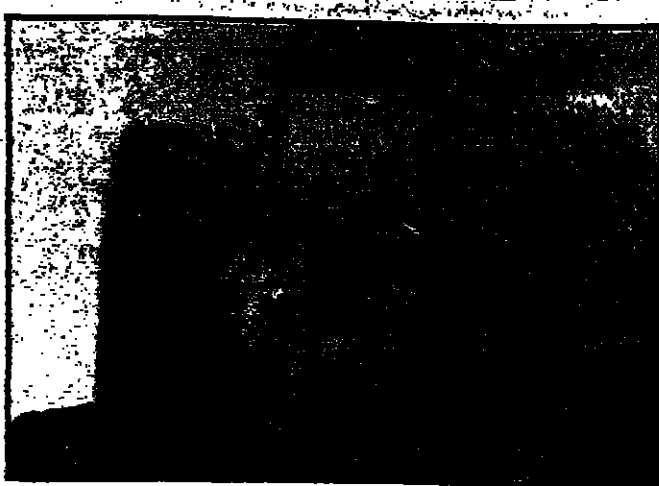




Alan Cumming



Herbert Walden



Clive Thornton

## How the media came in from the cold

IMAGE  
Steve Levinson

NOT many years ago, a group of Fleet Street journalists were travelling down to Eastbourne together to attend the annual conference of the Building Societies' Association. They arrived in time for the opening of the conference at the Congress Theatre, and for the welcoming address by the Mayor. Then, when the conference was about to begin its first working session, they were politely asked to leave.

This was a ritual which was acted out year after year. The building societies' industry felt it was not appropriate for their annual proceedings to be covered by the Press.

The outcome of all this secrecy was not what the societies might have hoped. On that occasion in Eastbourne, a number of journalists spent their long hours counting Rolls-Royces and Jaguars around the conference building, and next day stories

appeared which implied that the societies were living luxuriously, while conducting their affairs behind closed doors.

The societies wondered why they got bad publicity. Similarly, journalists came to regard the old BSA headquarters in Park Street with some distaste. This was because when they arrived to cover BSA council meetings, they were not allowed in the building until the council was over.

Many a story about societies' meetings in their "plush, Mayfair offices" were written by cold and wet journalists who had been left to stand in the rain. Again the societies wondered why they got bad publicity. This was at a time when the movement was boasting over 20 million investors and five million borrowers, but felt it could continue without the glare of publicity.

Fortunately attitudes have changed in the past few years, but at such a slow start some building societies are still lagging behind other industries

in the way they handle the media. Now at least journalists are allowed to cover the



"Apparently, if there is to be a rise in mortgage interest rates, three puffs of white smoke will issue from the keyhole."

BSA conference, and they no longer have to wait outside BSA headquarters when the

council is making important decisions.

The treatment of the media at the BSA has become much more professional, and competent. Credit for this must go to the past two chairmen of the BSA. Both Alan Cumming and Herbert Walden have been more ready to talk to the media, explain the industry's point of view, and react with an understanding of the problems the media have in meeting deadlines and news requirements.

While progress has been made at the industry's headquarters, improvements in individual societies have been far more patchy. In terms of media awareness, the industry can be said to have faced two distinct eras — BC and AC. These stand for Before Clive and After Clive. Clive Thornton, when he became chief general manager of the Abbey National, was from the media's point of view a breath of fresh air.

What he said may not have pleased his rivals at other

societies, but he knew the value of getting his view across, and how it was possible to, at one and the same time, further the interests of his society and attract favourable media attention.

It was Mr Thornton who even went as far as bottling mineral water from a well at Abbey House, and marketing the bricks from Baker Street for Sherlock Holmes buffs. But there was also a serious side to his activities, including the changes he forced on the cartel, and his society's ventures into housing projects. The most spectacular side effect of the Thornton era has been the waking of that sleeping giant of a building society based in Halifax.

For years, the Halifax took the view that it was so big it need talk to nobody. It was an organisation with assets greater than the nation's gold and currency reserves and unaware it had a public role. The scene at the Halifax has changed dramatically. It is now the first society for many

journalists to turn to for information. Its top management is willing and able to talk authoritatively at a moment's notice, and it has an efficient press and PR set-up. In a few years it has come from nowhere in the PR league to close to the top.

But other societies have performed less strongly in their dealings with the media. The Abbey has not yet come to grips with the AC era, while the Nationwide and Leeds Permanent have performed erratically. The Woolwich, on the other hand, has maintained a consistent high level rapport with the media.

The fact that the societies have belatedly realised the value of a higher profile is inextricably tied up with more aggressive marketing and fiercer competition for funds. But in an era where the savings products tend either to cancel each other out or merely confuse, a forward looking public image is more important than ever.

\*Steve Levinson is Economic Correspondent at PA.

## Magic trick that can't be repeated

RATES POLICY  
Peter Rodgers

WHICH other financial institution can offer its depositors a positive real return after tax and its borrowers a negative real rate of interest? Only the British building societies are able to pull off this magic trick. Customers on both sides of the balance sheet are kept happy.

Depositors are getting gross equivalent rates better than the biggest banks can attain on the money markets for large deposits. Mortgage borrowers, thanks to tax relief, are paying a net rate of interest lower than the rate of inflation of the houses which they have been buying.

For borrowers, the negative real rate of interest is a continuation of a long trend which went into reverse only briefly in 1981 and 1982 when house prices failed to rise. Over most of the last 30 years, net interest payments have been outstripped by house price inflation, though not for the moment by the rather less relevant figure for retail price inflation.

For savers, a positive real return is only justice, after the 1970s, when savings were eroded rapidly by inflation which was above the net rate of interest. So what could possibly be wrong?

The seeds of a rather wider problem lie in the behaviour of the building societies in competing with National Savings and the banks for deposits. There is nothing unnatural in competition. But it does drive interest rates above the level they would otherwise have attained.

Two of the players in the market have narrowly based perceptions of what they are doing. National Savings is told what to raise by the Chancellor and, whatever is happening in the savings market, it sets rates to pull in the required amount of money. Building societies, since their determined attempt to reach a free market by abolishing mortgage queues, are operating in a parallel manner: they look at mortgage demand and set rates at a level they hope will attract enough funds to satisfy all their potential borrowers.

The banks, though they have proved unexpectedly aggressive in recent months, have a far broader funding base and much wider loan outlets.

They are trying to slow their move to dependence on wholesale funds, and if possible reverse it, but banks are not yet afflicted with the "deposits at any cost" mentality of the societies. They are more often ready to draw a line where the marginal cost of funds becomes ridiculous in proportion to commercial money rates, a market where they have far more flexibility to operate than the societies.

The result is that the narrow focus of building societies has taken them to new peaks of interest payment. In gross terms small savers are getting a better deal for deposits than a major bank offering multimillion pound time deposits on the markets.

Arguably, high rate funds are averaged or matched against high interest mortgages for larger borrowers. But with societies' liquidity ratios in steady decline, such

small or even negative returns would simply not be contemplated on such a vast scale as a bit haywire.

The position would be justifiable if the societies maintained their lending margins over and above their cost of funds. For a variety of reasons, for which as borrowers we all congratulate them, they have held back. The popularity of raising rates further would be overwhelming.

Looked at in the round, there is a strong case, now queues have been abandoned for charging a rate for mortgages which gives a proper return above the cost of funds. Societies are instead imposing an artificial ceiling on mortgage rates, which still represent the best financing bargain around, because there is a building profit from the present rate of house price inflation. These continuing low rates for mortgages are helping to stoke up house price rises to the extraordinary current levels, well above retail price and wage inflation.

So at the end of the day the cheapness of mortgages is an illusion because house prices inflate faster. The low rates also encourage diversion of mortgage money to other spending. What is happening is a closed circuit in which housing demand is encouraged at the expense of an



"Put it this way — to get rid of that mortgage round your neck you'll need to keep your nose to the grindstone for the next 25 years."

interest rate war which makes real returns extremely handsome for depositors, an effect which spreads throughout the retail financial markets and which ultimately pushes all real interest rates too high.

But a freer mortgage market at higher interest rates simply to cool off house price rises, would bankrupt existing owners. One solution would be a two tier interest rate, with market rates for new borrowers but a smoothing for existing home owners, who would be charged on some moving average rate.

Perhaps this all sounds too bracingly Thatcherite and free market for comfort, especially in a housing market where all the pressures have been towards purchase, eliminating the alternative of renting. But the choice may soon be between giving more ground to the banks by reintroducing queues or raising mortgage rates to a much higher margin above the cost of deposits. The magic trick will not work for long.

## LEICESTERCARD INVESTMENT BOND.

# 10.75% NET

WHEN INTEREST IS TAKEN MONTHLY OR HALF YEARLY.

# 11.04% C.A.R.

WHEN INTEREST IS LEFT TO COMPOUND.

## If you want the best offer, move to Leicester.

If you're looking for a secure investment with the highest possible return, your best move is to the Leicester Building Society.

For a minimum investment of £10,000, our new Leicestercard Investment Bond guarantees you 2.5% above the basic share rate.

Currently giving you 10.75% net, with a compounded annual rate of 11.04%, which no other top ten building society can match.

And for those with smaller sums to invest, Leicester's existing Leicestercard Bond still offers top returns, but now with a guaranteed 2% above the share account rate, for a minimum investment of £2,000.

Giving you 10.25% net, 10.51% compounded annual rate.

In all other aspects the Leicestercard Investment

Bond and the Leicestercard Bond are identical.

Both guarantee the extra interest for at least 3 years.

Both allow you to withdraw your money without penalty with just 28 days' notice after one year.

Both give you the Leicestercard: a unique way to save money at over 11,000 shops and restaurants throughout Britain.

And both are going to be very popular. So if you want to beat the rush to Leicester, send off the coupon today.



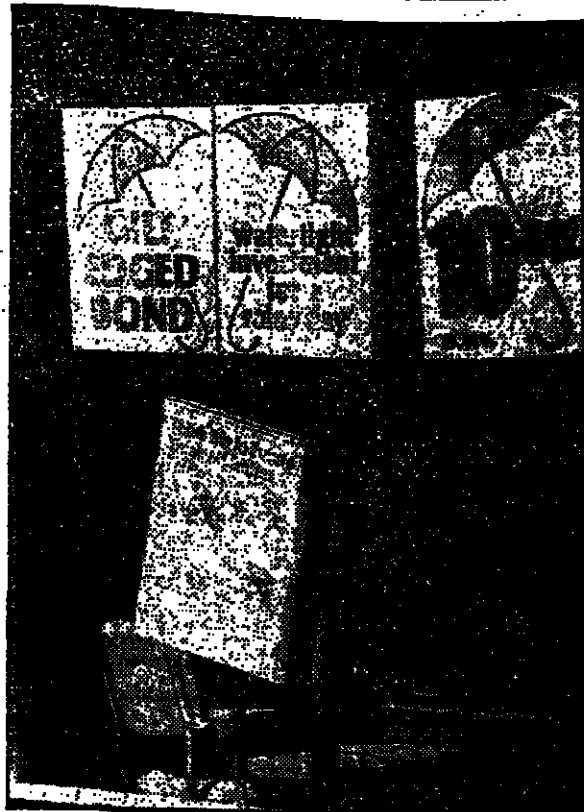
SURNAME(S) (MR, MRS, MS)  
CHRISTIAN NAME(S)  
ADDRESS  
I/we enclose £\_\_\_\_\_ to be invested in the Leicestercard Investment Bond/Leicestercard Bond.  
☐ I/we require the interest to be paid or credited half yearly, or  
☐ I/we would like the interest to be paid monthly.  
☐ I/we wish to apply for a Leicestercard. ☐ Please send me more details.  
SIGNED \_\_\_\_\_ DATE \_\_\_\_\_  
To Investment Dept., Leicester Building Society, FREEPOST, Oadby, Leicester LE2 4ZP  
**Leicester Building Society**  
It all adds up to more from the Leicester.

\*Withdrawal from monthly income bonds will be paid on the last day of the month with a minimum of one calendar month's notice. Rates are variable. Maximum holding is £250,000. Leicester Building Society Leicester LE2 4ZP.

New Higher Rates  
**TOWN & COUNTRY**  
BUILDING SOCIETY  
Assets exceed £250 million. Over 300 branches and agencies. Member of the Building Societies Association and Investors' Protection Scheme. Trustee status.

2 Year Super Term Shares		
Limited New Issue		
Guaranteed Extra	2.75% NET	11.00% NET = 15.71% Balance £10,000 and over
Guaranteed Extra	2.50% NET	10.75% NET = 15.36% Balance £5,000 and over
Above variable ordinary share rate 9.00% (notice or immediate withdrawal with loss of 90 days' interest. Monthly income minimum £1,000. Terms of existing Super Term accounts unchanged)		
Super 90		
10.50% NET = 15.00% Existing accounts receive new terms. Immediate withdrawal with no penalty with loss of 90 days' interest. No notice or penalty if balance is maintained over £10,000. Minimum investment of £500. Monthly income minimum £1,000.		
Supershares		
10.25% NET = 14.64% Existing accounts receive new terms. Immediate withdrawal with no penalty. Minimum investment of £500.		
Moneywise		
Cheque Account & Visa Card Existing accounts receive new terms. Immediate withdrawal with your own cheque book. Minimum investment £250.		
10.75% NET = 15.36% Balance £10,000 and over		
9.75% NET = 13.93% Balance £5,000 and over		
7.00% NET = 10.00% Balance £2,000 and over		
Interest credited or paid annually on 30th June. Gross to income tax payers. All rates quoted are variable. Send the coupon to Town & Country Building Society, 215 Strand, FREEPOST, London WC2R 1BP. Or telephone 01-253 081.		
Please send full information about Town & Country accounts.		
Name	_____	
Address	_____	
Postcode	G15	





## It takes algebra to dig out the gold

SAVINGS  
Mary Brasier

ALL that glitters in building society branches often has gold somewhere in its name. Dull old seven day share accounts have miraculously become gold, liquid gold, premium, or bonus accounts overnight in the societies, battle to part investors and their savings.

Choosing an investment account is as just a simple matter of adding up the rate of interest on offer; it is a complicated equation of access, amount and time. Investors need algebra rather than elementary arithmetic in making their choice.

Many societies agree that it

has all become too complicated. "We have got to get back to basic simplicity. For two to three years we were confusing our public," says one.

Figures from the Woolwich underline the change that has taken place. Just over five years ago 80 per cent of the society's money was invested in basic share accounts. Today the proportion is between 30 and 40 per cent. Elsewhere the shift has been more dramatic: Cheltenham & Gloucester, which started the gold rush in 1981 with its Gold Account paying a one per cent premium over base rate, now takes the overwhelming portion of its funds in the form of this account.

The idea of a higher rate of interest without strings has

been picked up widely by societies in the past four years and has been a major weapon by some to bring funds back into the building society movement at a time when it was under intense competition from the banks.

According to the Woolwich, seven day accounts are now obsolete unless something is added on. "The old share account no longer produces enough return. Instant access with a high rate is absolutely essential."

With mortgage demand growing — both in numbers of loans and the amounts borrowed — the essential target for societies has become the saver with large and stable funds. The move has been up-market in pursuit of higher

balances, so interest rates geared to the amount deposited are likely to remain a key feature of investment accounts. As one manager puts it: "Large amounts of money do not move around so quickly. It will be with you as long as you can offer an acceptable rate."

The average size of account is now around £4,000 and rising all the time. Although there are societies — Woolwich and Halifax, for example — which impose no ceiling on investments, it is more in hope than expectation that really large balances will be deposited. "That sort of money is not flowing in, £50,000 is probably the maximum," says one observer.

There is none the less a growing market in savers with significant capital sums. The

increase in home ownership is just now starting to produce a generation which is inheriting property-generated wealth. Societies are hoping to net some of these funds.

The gold type account is one way societies think they can tap the large and stable market. There are two others. Term shares are an important device because the money is locked in for a minimum period — anything from one year upwards, and most usually 3-5 years.

Marketing of term shares is likely to be stepped up partly because the guaranteed premium built in makes them attractive now if interest rates fall, and also because many of the funds first invested when term shares were launched is

now free again. Societies need to keep that money.

According to Abbey National, ambitious lending plans mean ambitious savings plans. The move towards territory traditionally dominated by banks is another way of attracting new funds and is perhaps the most ambitious of all. Abbey National was the pioneer with the Cheque-Save account in 1981. The society sees its saver profile as ABC 1 and rejects the middle market as being too volatile.

Again a key feature is encouraging large balances by paying three tiers of interest ranging from seven per cent for balances up to £2,500 to 10 per cent for deposits of more than £10,000. Other societies have gone a similar route of

treading on the banks home ground with cash machine facilities and plastic cards.

Abbey National is now looking to take the Cheque-Save Account a step further. The current restrictions on building societies have prevented them from indulging in unsecured lending. With new legislation in the pipeline, they could be free in the next couple of years to move even nearer to banks. Abbey National is carrying out test marketing to ask customers if they would use a building society for funds other than for house purchase or whether they would stick with traditional sources if, for example, they wanted an overdraft. For Abbey National, this kind of development represents the only real innovation left to

societies in the short and medium term.

But other societies see a trend towards target marketing of special groups such as women, the 55 plus age group, and even children. And the search for reliable ways to fund lending will continue to produce new initiatives. The consequence for the saver is hard to discern accurately. On the one hand, clearer target markets should produce some further weeding out of "superfluous" savings accounts, so that the range each individual society offers could actually shrink. On the other hand, the overall choice between societies is likely to be as wide as ever, and the complex equation of amount, access and interest rate looks like being unresolved for some time.

## Living under the influence of the US dollar

INTEREST RATES  
David Simpson

THE COST and availability of mortgages is destined to be governed by the mighty dollar for the foreseeable future, or at least until 1988 when President Reagan's second term of office expires, and with it, the US budgetary deficit.

Funds available for mortgage lending from the traditional private sector sources recovered in 1984 to some extent, largely as a result of the prevailing downward trend in general interest rates. The available resources were aided, albeit moderately, by the societies' ability to forage for cash in the building of the wholesale money markets.

But in January, as sterling slid yet again to a position of near parity with the dollar, the Treasury stepped in and hiked up bank base rates by 45 percentage points, damping the flow of funds into building societies in the process.

Inevitably, savings, and thus mortgage, rates have been pushed up, but only by a fraction of the amount forced on the clearing banks.

A parallel jump in building society rates would have proved politically unacceptable, and in real terms, unaffordable. The move in bank base rates was designed as a short-term mechanism to protect the value of the pound, and the banks have duly cut their rates again, although by a far lesser percentage than the original raise.



"I'm suffering from insomnia doctor — it all started when I took out a mortgage on this dream cottage."

But the consequence of the banks' moves has been first, generally higher mortgage rates, and secondly, an abrupt halt to any real flow of funds into the building societies. Like it or not, while building societies are being pressured into direct competition with other deposit-taking institutions, including the High Street banks, they have far less flexibility to move interest rates in immediate reflection of general money market trends.

Quite simply, the cost and time burden of switching mortgage rates in line with interest rate changes is prohibitive, and it is a near impossibility for building societies to amend their rates in harmony with other rate movements.

This means that building societies, and their savers and borrowers, must expect periods of substantial rate distortions — the years ahead, it also means that the societies' economists must develop a forecasting art far more sophisticated than any

they have so far learned if they are to be able to balance the swings in external interest rates to allow the necessary overall flow of funds into societies.

This is all the more true when genuine domestic influences have taken a back seat when UK interest rates are determined, with the meterstick having become an external factor in the shape of the US dollar, or, more accurately, the US economy.

Ironically, the current high cost of mortgages and sparse supply of funds for house purchases has occurred during a situation which theoretically, under the Conservative monetary policies, should have guaranteed a strong flow of funds for building societies and low general and mortgage interest rates.

But beyond the dominant influence of the US dollar, the government's monetary strategy has become twisted at one level, to the disadvantage of building societies.

Bank lending to companies, traditionally the most important determinant of money supply, is at a very low level at present, partly because companies' cash reserves are unusually high and partly because the same companies are continuing their reluctance to invest in new plant and equipment.

This situation should in itself take pressure off bank base rates, pushing down other interest rates to the low levels at which building societies are best equipped to compete for private sector funds.

But, on the other hand, the clearing banks are lending hand over fist to the personal sector, subsidising the consumer spending boom whose end is not in a revival of demand for British made goods, but in an increased flood of manufactured imports into the UK. One relief, at least, has been that the government has now put a brake on its usage of National Savings, the building societies most immediate rival for personal sector cash, as a revenue producer. After a sharp increase in its National Savings target, the figure has subsequently been held steady.

One problem is that the government is less concerned with an even flow of funds as with its fiscal year end target, and the introduction of new schemes, or substantial rate changes, can lead to sudden and unexpected dents in the building societies' pattern of receipts.

More damagingly, the Conservative programme of public sector asset sales is now being accelerated, and the privatisation of such corporations as British Telecom, British Airways and British Gas are all geared at the personal sector as much as at the professional institutions.

This practice, over the next two or three years, could place building societies under far greater burdens than does the competition they face from National Savings.

The conclusion must be that building societies will be compelled to be ever more imaginative in launching new savings schemes, to maintain an adequate and even flow of funds. But no matter how successful they may be in this, it is inevitable both that there will be periods when mortgage queues expand abruptly, and that mortgage rates themselves are doomed to remain comfortably in excess of the inflation rate.

# The world's No1 £500 account

Halifax 90 Day Xtra  
10.75% = 11.04% = 15.77%

NET

NET CAR.

GROSS EQUIVALENT\*

### Higher interest

All you need to open a Halifax 90 Day Xtra account is £500.

You'll earn an immediate 10.75% net equal to a gross equivalent of 15.36%.\*

And if your full half-yearly interest remains invested, the compounded annual rate is a very attractive 11.04% net = 15.77% gross equivalent.\*

### Easy access

To make withdrawals, just give us 90 days' notice. Or you can have instant access losing only 90 days' interest on the amount withdrawn. And withdrawals which leave a balance of at least £10,000 can be made immediately without penalty.

### Monthly income

If you wish, you can have your interest paid monthly into your Halifax Cardcash or Paid-Up Share account or your bank account.

### Simplicity itself

There is no limit to the amount you can invest in 90 Day Xtra. And the sooner you start the more you'll earn.

Add passbook simplicity and maximum security and that's just the sort of first class account you'd expect from the worlds No1.

So fill in the coupon now — and get a little Xtra help with the future.

To: Halifax Building Society (Ref. 1KW), Freeport, Trinity Road, Halifax HX1 2BR (No stamp required.)  
I/We enclose a cheque, no. \_\_\_\_\_ for £ \_\_\_\_\_ (minimum investment £500.)  
To be invested in a Halifax 90 Day Xtra Account.  
I/We would like the interest to be:  
☐ added to balance ☐ paid half-yearly ☐ paid monthly

FULL NAME(S) \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
POSTCODE \_\_\_\_\_ G/J1

SIGNATURE(S) \_\_\_\_\_ DATE \_\_\_\_\_

**HALIFAX**  
THE WORLD'S No1

\*THE GROSS EQUIVALENT RATES QUOTED APPLY TO BASIC RATE TAXPAYERS. ALL INTEREST RATES QUOTED ARE VARIABLE. HALIFAX BUILDING SOCIETY, TRINITY ROAD, HALIFAX HX1 2RG







# BUILDING SOCIETIES

## A time bomb ticking away in the flat world

LEASEHOLDS  
Margaret Dibben

THE SYSTEM of buying property on a long lease, a long entrenched element of property law, is creeping towards extinction. A Building Societies Association report recommending the abolition of leaseholds in favour of a strata system has been backed by the National Consumer Council and a number of MPs.

Not everyone agrees with the BSA that the strata system is the "best answer for multiple unit developments" and a number of other organisations are also conducting their own investigations: the Nugee Committee on the management of private blocks of flats is including strata title as one of the topics it will comment on, possibly this summer; the Lord Chancellor's Department's consultative document on the covenants and strata title should be published by the end of the year; the Law Commission and the Land Obligations Bill crosses the territory; and the recent Farrand Committee report on conveyancing has commented.

Problems caused by buying leasehold, while serious, have not been voiced loudly enough by the system's detractors to alert public opinion or start a groundswell of opposition. While they have caused deep misery to inhabitants, only now are many in the housing industry beginning to hear the time bomb ticking away.

Buying property leasehold gathered momentum just after the second world war when many blocks of flats were built on 99-year leases. These are now approaching the halfway point of their term. Those that are at the stage of having less than 40 years to run on the original lease are becoming difficult to sell, says the BSA.

radical solutions, is needed in order to cure what it calls the "deep seated difficulty" of leasehold tenure which has a basic incompatibility with home ownership.

The solution they favoured has been tried and tested over the past 20 years in New South Wales, Australia: that of strata title. Strata systems used in other Australian states differ in detail but the NSW operation is considered the most successful.

Buildings are divided into strata or horizontal layers, and each stratum has rights and obligations with full freehold ownership. Once the strata plan is approved by the local authority, a corporate body automatically comes into existence which has the unit owners as members - virtually a tenants' association.

Ownership of the building is split between the unit, which stretches as far as the



"By the way - there's a gentleman of the road in the outer office inquiring about mortgages on mobile homes."

inner surfaces of the outer walls, floors, and ceilings, and the shell of the building which is common property and owned by the corporate body. The corporate body is, in effect, the agent for the property and is responsible for insurance, maintenance of the common parts, and levying a fund for expenses.

Introducing this system in newly built blocks would be straightforward, but complications could arise when transferring existing leasehold property and the immediate difference this would make to its value and the interest of the existing freeholder.

title will minimise the legal and practical difficulties of living in a block of flats.

Some of the severest problems have come to the notice of the National Consumer Council. In his comments on strata title, the chairman, Mr Michael Montague, said: "An Englishman's home is supposed to be his castle. But for some of those who live in leasehold properties, it's more like a trap with little hope of escape."

While they have legal rights, it requires money, time, and distress to take a dispute to court. Many problems arise in getting a landlord to carry out repairs and to do the work properly and reasonably.

The Welsh Consumer Council has been particularly enthusiastic about leasehold reform. The extent of leasehold ownership is widespread in Wales and many terraced houses, as distinct from the more common leasehold flat, are still owned this way.

But in spite of the general agreement for change, there is not unquestioning support for the strata title system. The Law Society says the plan should be referred to an expert body for detailed consideration. It is a bad idea to wipe away an old and tested system for an uncertain one, and are concerned that the proposals incorporated in the Land Obligations Bill will be delayed by a recommendation for strata title.

The Farrand Committee said that the Government should act without delay to improve the law relating to flats and other leaseholds but proposed that strata title should not be pigeon-holed. The British Property Federation accepts that there is need for an alternative system such as freehold flats, but finds it difficult to accept strata title as it stands until it has been investigated more thoroughly. It is not impressed by the BSA report and expects more problems than it suggests.

The strongest condemnation of the BSA proposals came from the Institution of Chartered Surveyors. It rejects the building societies' allegations against landlords and blames the societies themselves for an inflexible attitude towards short lease transfers. The RICS accuses societies of "failing to adopt professional management standards," questions the BSA's wisdom in promoting these radical changes, points to some ineffectiveness in the Australian system, and challenges the assumption of widespread problems selling flats on short leases.

But those who have a real interest in the subject, the flat dwellers themselves, are the least organised or vociferous, and a change in the law might have to wait until the leaseholders' club together to lead a campaign.

# £10,000 TO INVEST?

## DON'T INVEST A PENNY UNTIL YOU'VE CHECKED WITH US

If you have £10,000 or more to invest, the news from Britannia is now even better.

Our 28 days notice account now pays no less than 10.30% net (14.71% gross).

You'll do well to find a much higher rate of interest on any comparable plan from any top ten building society.

Now maximum investment limits have been abolished, it's simply one of the best homes for sums of £10,000 or more.

Because, provided you maintain a minimum balance of £10,000

you can withdraw any amount, at any time, without notice or penalty.

So while the whole sum earns a very high rate of interest a part of it is as accessible as money in an ordinary savings account.

The Britannia 28 Days Notice Account.

Right now we think you won't find a much better deal from any top ten building society.



**Britannia Building Society**

If you don't wish to invest as much as £10,000, you can still take advantage of our new high rates. For as little as £500 you can get 10.15% net (14.50% gross equivalent).

28 DAYS £10,000 PLUS ACCOUNT	
10.30% NET	14.71% GROSS EQUIVALENT
COMPOUNDED ANNUAL RATE†	
10.57% NET	15.10% GROSS EQUIVALENT

Based on current ordinary share rate of 8.25% which may vary. \*Gross equivalent assuming tax paid at 30% basic rate. †Assumes interest added to the account each half year.

Tick boxes as appropriate.

☐ Please send me full details of your range of investment plans.

☐ I/we enclose cheque No. \_\_\_\_\_ value of \_\_\_\_\_ to open a Britannia 28 Days Notice Account. Minimum investment £500. 0.15% bonus rate minimum investment £10,000.

Payment of half-yearly interest:

☐ Add to the account. ☐ Into my/our existing Britannia Account No. \_\_\_\_\_

☐ Into a Britannia Ordinary Share Account which you will open on my/our behalf.

If you require payment direct to your Bank Account, or by cheque, please give us details in writing.

Full Name(s) Mr/Mrs/Miss \_\_\_\_\_

Address \_\_\_\_\_

Signature(s) \_\_\_\_\_ Date \_\_\_\_\_

Post to: Britannia Building Society, FREEPOST, Newton House, Leek, Staffs, ST13 5ND.

If enclosing a cheque, you may wish to use first-class post, to the address below. G/S/E

BRITANNIA BUILDING SOCIETY, NEWTON HOUSE, LEEK, STAFFS, ST13 5RG. TEL: 0538 38514. ESTABLISHED 1856. A MEMBER OF THE BUILDING SOCIETIES ASSOCIATION. FOR BRANCHES AND AGENTS SEE YOUR LOCAL DIRECTORIES. AUTHORISED FOR INVESTMENT BY TRUSTEES. ASSETS NOW EXCEED £3,000 MILLION.

**DERBYSHIRE BUILDING SOCIETY**

**SILVER LINK**

MONTHLY INTEREST  
NO PENALTY  
INSTANT ACCESS

**CROWN SHARES**

INSTANT ACCESS  
Provided £10,000 remains, otherwise 90 days' notice. Interest half-yearly.

**TRIPLE GOLD**

INSTANT ACCESS  
NO PENALTIES  
A premium rate scheme for initial investments of £1,000 or more. Interest half-yearly.

**TIME SHARES**

TOP RATE INTEREST  
for two year investments of £1,000 or more on 90 days' notice.

**YOUNG SAVERS**

Extra Interest for the under 18s plus Free Competitions and lots more.

**SUMMIT SHARES**

High Returns for Regular Savers

**OUTBREAKS OF HIGHER INTEREST IN ALL AREAS**

YOUR FORECAST FOR A BRIGHTER FUTURE

**The Derbyshire Building Society**

See Yellow Pages for your local branch office.

HEAD OFFICE: DUFFIELD HALL, DUFFIELD, DERBY

**CHELTENHAM GOLD**

10.75%  
ON £20,000 OR MORE.

10.25%  
ON £500 OR MORE.

NO NOTICE. NO PENALTIES.

**Beats every other national building society.**

Now the best has been made even better. Invest £20,000 or more in a Cheltenham Gold Account and you'll earn 10.75% net\* 15.36% gross equivalent† paid annually. On just £500 or more you still earn an impressive 10.25% net\* 14.64% gross equivalent† paid annually. And you can pay in or withdraw as you wish, without giving notice or incurring any penalties whatsoever.

**MONTHLY INCOME**

If you want a monthly income our Cheltenham Gold Monthly Interest Account now pays 10.25% net\* 10.75% Compounded Annual Rate† on £20,000 or more, still with no strings.

You'll find Cheltenham Gold at your nearest C&G branch. If that's not convenient you can operate your account from home, post free, with our Gold By Post service. Nobody matches this combination. Invest in Cheltenham Gold today.

**CHELTENHAM GOLD**

To: Cheltenham & Gloucester Building Society, PO Box 124, FREEPOST, Cheltenham, Glos. GL53 7PW.

I/we enclose £\_\_\_\_\_ to open a Gold By Post Account (Minimum £500 Maximum £250,000).

I/we enclose £\_\_\_\_\_ to open a Gold Monthly Interest Account By Post (Minimum £5,000 Maximum £250,000).

☐ Please send more details. BLOCK CAPITALS

Full Name(s) Mr/Mrs/Miss \_\_\_\_\_

Address \_\_\_\_\_

Postcode \_\_\_\_\_ TT G1

**C&G Cheltenham & Gloucester Building Society**

CHIEF OFFICE: CHELTENHAM HOUSE, CLARENCE STREET, CHELTENHAM, GLOUCESTERSHIRE, GL50 3JR. TEL: 0242 36161

Member of the Building Societies Association and Investors' Protection Scheme. Assets exceed £2,600 million.

Over 400 branches and agents. See Yellow Pages.

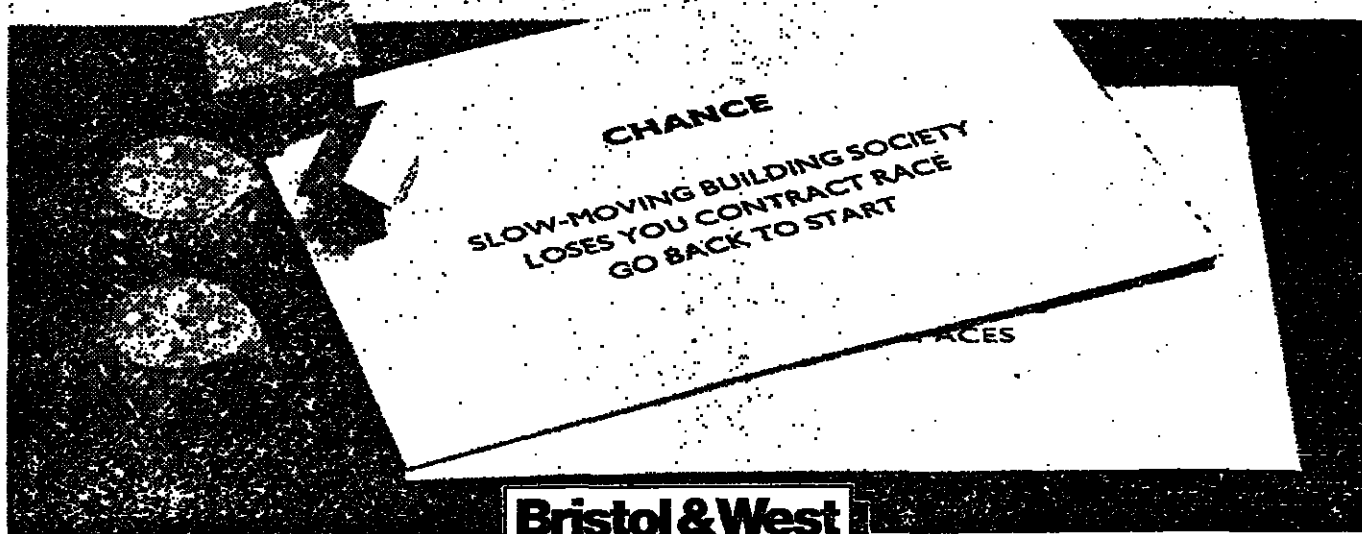
\*Current rates, which may vary. 8.25% net 11.79% gross equivalent† paid on balances below 3,750† Gross equivalent for basic rate tax payers when interest is added to account



THE MORTGAGE GIVING SOCIETY

## Don't play the usual mortgage games. Go straight to the Bristol and West.

We understand that you've plenty to think about when you're buying a house. So whatever mortgage you want, large or small, we'll do our best to give you a straight answer, without delay.



Head Office: Broad Quay,  
Bristol BS99 7AX. Tel: 0272 294271.

**Bristol & West  
BUILDING SOCIETY**

Authorised for investment by trustees. Assets exceed  
£100 million. Member of the Building Societies Association.  
Please note: mortgage applicants must be aged 18 or over.

# Nationwide looks to the future

### More help for housing

Providing mortgages for as many people as possible is still our major pre-occupation. Coupled with this is the positive support of inner city regeneration.

Nationwide was the first building society to launch a special support lending scheme in a housing action area and since then we have taken many further initiatives to help improve the country's housing stock.

We have also pioneered the introduction of index-linked lending, which enables people who would otherwise be unable to afford it, to buy a home of their own.

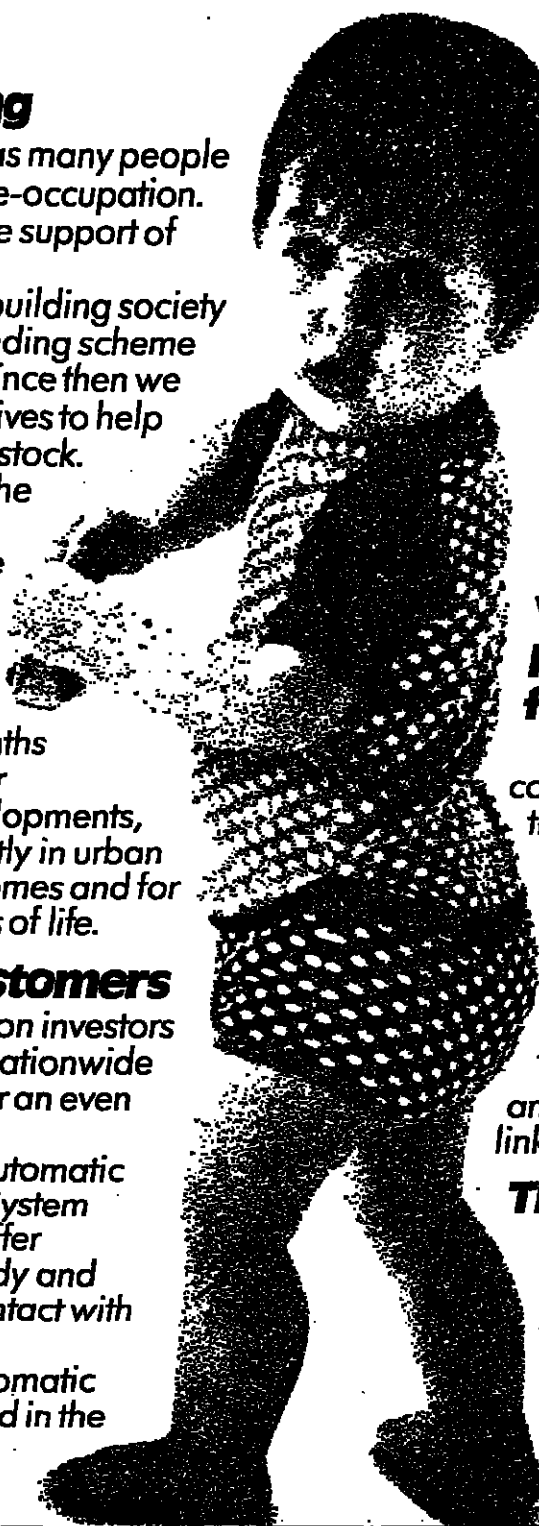
The Nationwide Housing Trust, established some 18 months ago, has so far committed over £28 million to 17 housing developments, providing over 1,250 units mostly in urban areas for those on modest incomes and for those who are in the later stages of life.

### More help for our customers

With more than three million investors and over 500,000 borrowers Nationwide is conscious of the need to offer an even better service.

The recently introduced Automatic Passbook Updating Terminal System (APUTS) enables cashiers to offer Nationwide customers a speedy and efficient service, with direct contact with our central computer.

Later this year the first Automatic Teller Machines will be installed in the



Society's branches. The network, which will quickly extend to a total of 120 machines, will be supplemented by the Society's membership of the LINK consortium of financial institutions.

The modern consumer needs modern services; Nationwide's FlexAccount offers "current account" services with the benefit of full interest.

Our Travel Money service is so popular that travellers cheques and foreign currency worth over £15 million were sold to customers during 1984.

### Reaching new financial markets

The days when building societies could rely solely on an influx of funds from the public are now over.

Nationwide recognised this some time ago and pioneered the introduction of Negotiable Bonds, which were launched in 1981, and Certificates of Deposit in 1983.

In 1985 we have launched a new Treasurers Account for companies, clubs and funds, with the rate of interest closely linked to money market rates.

### The importance of stability

In this period of change for building societies, Nationwide is determined to meet the challenge of the times. But we are committed to stable expansion and continuity of effort in this crucial area of the nation's life.

## It pays to decide Nationwide

Nationwide Building Society, New Oxford House, High Holborn, London WC1V 6PW.



## Mobility versus marriage

### WOMEN'S PROSPECTS

Margaret Dibben

BUILDING society counters are traditionally staffed by young females, head offices run by elderly men; until recently, the only modification was that the branch staff became older and the management younger.

But now, slowly, the opportunities for women are improving, and increasingly they are taking advantage of a more open attitude among (male) building society leaders. Two factors are opening the way for women. One is the more competitive stance of societies which has created

new or larger departments for marketing, computerisation and training; the other is the greater mobility of women who are now prepared to move area in order to win promotion.

A handful of societies have appointed women to the board; the large ones have promoted women to quite senior management positions; and the number of women branch managers is slowly but surely growing. But the numbers are still pitifully small.

Of the large societies only the Abbey National, Nationwide and Woolwich have female directors; and five of the small societies. There is one lady chairman (Nona Byrne of the Catholic Building Society), one vice-chairman (Phyllis Turner at St Pancras), and two company secretaries (Olive Anderson of the Chesham and Violet Coppin at the Chiltern).

The directors of the small societies are Maureen Shuttleworth at Bexhill on Sea; Ronnie Frost of the Civil Service; Lalage Swinburne of the Universal; and Patricia Land of the Waltham Abbey. Among the Big Five, the Abbey National has Sara Morrison and Jennifer Jenkins; Nationwide Rosemary Day and Katherine Whitehorn; and the Woolwich Patricia Mann.

The last three deny being sexist in making these appointments; they say the women were appointed mostly for their consumerist expertise to counterbalance male boards with only financial, legal, or housing backgrounds.

Patricia Mann, of J. Walter Thompson, says: "I feel very strongly that being female is not enough. You must have a skill to contribute as well, although the fact of being female can itself contribute other factors. You have a slightly different perspective and different ways of asking questions."

But building society directors are not involved in the day to day running of a society; they have a purely supervisory role. So what of the next level of senior managers who are directly influencing the society?

Marjorie Bevan ranks as a general manager with the Abbey National and sits on several BSA committees. At the Nationwide, Ella Wright is one of eleven general managers and head of the personnel department.

There are women who have risen up their professional ladders and are now joining

building societies who need their specialist knowledge. Several societies have female solicitors and surveyors; many computer departments have women at a senior level.

At this senior management level, women have established a strong foothold which will encourage other professional women looking for new careers. This is where the top management is being fostered.

But the Abbey has had a setback with its move to Milton Keynes. The society recruited many women to middle management in the mid-1970s, but now they have two years' experience at assistant manager level, the society has stopped expanding the number of branches. With the head office move out of London, many decided not to relocate and have left.

But moving up to branch management is still a hard climb for women. A few have broken away from the cashier level into higher grading, but even those who come to management trainees face prejudice and tradition.

Patricia Mann says: "The structural nature of building societies makes it easier for women to progress because there is a clear path. But it is a traditional male environment and it is often a question of confidence rather than knowing the routes."

Women may need encouragement from a sympathetic branch manager. Among the top societies, between two per cent and ten per cent of managers are female.

One key to success is the willingness to move from area to area as higher grade vacancies occur. Traditionally, women have merely followed their husbands' job moves, and it was a rare man who would abandon his job to further his wife's career. Times have changed and this is now beginning to happen.

Building society policy often dictates that managers are deliberately not promoted from within the same branch, so they must change branches. With large south-east based societies it is easier to switch branches without moving house.

Women's attitudes are also changing and many are letting marriage take second place to a career. A survey by the British Institute of Management on the career development of British managers found that, while 93.3 per cent of male managers were married, only 61 per cent of women at the same level were, 27 per cent of the

men were divorced or separated, but 12 per cent of the women. This must show that women often have to forgo marriage to maintain a career, while many men can still comfortably have both. The report concluded that women managers are more likely to be coping with a dual career marriage and are more likely to suffer marital breakdown.

The report also found that women in management must have "considerable dynamism" to overcome the odds against them; they achieve equal status by being better qualified, more ambitious, and more mobile than their male counterparts. This is borne out by comments from the building societies. The Woolwich "women managers are tough ladies"; the Halifax — "women have a greater expectation of what they can achieve"; the Nationwide — "they are determined young women."

Marjorie Bevan comments: "You have to be better than men to start with to get on the ladder, and you have to be careful about what you are prepared, or not prepared, to do." Patricia Mann agrees: "Women are better at keeping several different thoughts in their heads at the same time."

As it usually takes ten years for a trainee to become a branch manager, the new generation of female recruits is only now beginning to approach branch management. The situation is more encouraging a little further down.

Societies are often now demanding the Chartered Building Societies Institute qualification from staff who want to move into management. In most large societies, women outnumber men at senior branch assistant level — by as much as three to one at the Woolwich. But not all these women will want to become branch managers and some will stop work to bring up their families. Others, however able, may be nervous of taking on the full responsibility of a branch and lack the confidence to push ahead to the top.

For the new generation, the outlook is better still; at the Nationwide, 25 per cent of those studying for their certificates at the moment are women, but of those taking the building society practice exam, 268 out of 296 are female. The Halifax has a new pilot management training scheme where eight out of the 15 are women.

## The recession — and how to keep up with the mortgage

### ARREARS

Mary Brasier

THERE are currently reckoned to be more than 37,000 households in the UK who have defaulted on their mortgages. It is still only a small fraction of the total number of loans advanced by building societies, but it is a figure which has doubled in three years and which could grow further in the near future.

Unemployment and associated financial problems are the principal reason for the rise in repayment difficulties. Marriage breakdowns used to be the main cause of arrears, but deteriorating economic conditions are now taking their toll on borrowers, getting worse all the time.

That is not the impression you would get from a report prepared by the Building Societies Association, and published earlier this year. Record levels of both arrears and possessions two years ago prompted the BSA to set up a working group with a brief to examine the problem and how it was being tackled. The result was a particularly low key document. It contained no hint of alarm or even recognition that the question of arrears was likely to become more serious in the future.

The report did concede that "The most recent cycle of arrears and possessions has been very pronounced. As a percentage of loans the number six to 12 months in arrears more than doubled between 1978 and 1983, although the proportion in 1983 was below the peak figure recorded in 1970."

But the working group had to study figures which did not reflect the deterioration taking place, partly as a result of the miners' strike and partly as unemployment figures increased. Figures from the Woolwich Building Society show that in 1984, longer term arrears (defined as more than 12 months) doubled over the previous year. "We are budgeting for another leap in 1985," says the society.

The Woolwich has a predominantly southern base, and has not felt the full blast of the miners' strike and its legacy of consumer indebtedness. None the less it anticipates further significant rises, particularly in short-term arrears — less than 12 months — because of general unemployment. There is also some continuing fall-out from the coal strike whose effects go beyond the mining community.

Borrowers who run up short-term arrears are also on the

is a solution offered to borrowers who are made redundant but can show they are likely to get another job soon.

The ultimate step of repossessing a property is only rarely taken. 25 per cent of those studying for their certificates at the moment are women, but of those taking the building society practice exam, 268 out of 296 are female. The Halifax has a new pilot management training scheme where eight out of the 15 are women.

It is possible, though, that their attitude may harden. One large society manager sees changes stemming from legislation currently in the pipeline. If one of its effects were to make societies more concerned about their bad debt problem, might they not move more harshly. It costs £16 million to handle arrears in 1983, plus £3.6 millions of lost interest.

Societies are recognising that they have to tackle the problem at its root. Part of the rise in arrears originates from the expansion of home ownership and mortgage lending. There is a trend for cases where borrowers have 100 per cent mortgages to get into arrears quickly. As one manager commented: "The more you go, the more we are experiencing problems."

Part of the answer lies in stricter application procedures. Societies rely on the experience of their loans staff to judge whether applicants can afford the loan. They are often unaware of any other borrower's commitments the may jeopardise his or her ability to keep up with the second mortgage or to pay for double glazing or new cars only adds to the problem.

Societies may in the end find that to stop the long term rise in arrears, they have to reassess radically their devotion to the practice of eliminating home loans to most people who ask for them.



"Speaking of telephone numbers reminds me — our mortgage repayment is due at the end of the month."















## BBC-1

6.00 am Ceefax AM. 6.50 Breakfast Time. 9.20 Pages from Ceefax. 10.50 Gharbar. 10.30 Play School. 10.50 Interval. 10.55 Cricket. A Benson and Hedges Cup quarter-final match. 1.20 News After Noon. (except London). 1.40 Mr Benn. 1.55 Cricket. 3.55 Regional News (except London). 5.55 Lay On Five. 4.10 The Wombles. 4.15 The Biskitts. 4.35 Bottle of the Planets. Ceefax subtitles. 5.00 John Craven's Newsround. 5.10 Gentle Ben. Ceefax subtitles. 5.35 Gloria.

6.00 NEWS: Weather News.  
6.35 REGIONAL NEWS MAGAZINES.  
7.00 WOGAN.

7.35 HILARY. Marti Caine leads the re-run sitcom as the dizzy TV researcher, now suggesting to her boss that a haunted house investigation is always good for a programme, especially a comedy episode.



Larry Hagman: Dallas

8.55 DALLAS: The Verdict. Poor Jenna faces the most dreadful moment of her life — and that's only at Southfork, with that old murder rap being a bit of a headache too — Ceefax subtitles.

8.50 POINTS OF VIEW. Barry Took with another collection of viewers' comments.

9.00 NEWS: Weather News.

9.25 Q.E.D.: Simon's War. It's three years this week since nearly 50 British servicemen died in the Argentine attack on the Sir Galahad in the Falklands, but there's another reason for rewatching this painful and memorable documentary telling the story of one of the "lucky" survivors. Next week sees a follow-up film, Simon's Peace, giving us further news of the young Welsh Guardsman who suffered terrible burns to 46 per cent of his body, and who we follow here through the agonising, frustrating subsequent months of skin grafts, physiotherapy and emotional trauma. Ceefax subtitles.

10.25 SPORTSNIGHT. Harry Carpenter introduces the sports magazine for the last time, after 10 years as presenter, taking the mike to commentate on the Commonwealth Light Middleweight and British Flyweight titles at the Albert Hall, and looking back at this week's centenary of the British Amateur Golf Championship. Plus cricket highlights of one of this afternoon's key Benson and Hedges Cup quarter-finals, and news of England's footballers in Mexico City.

12.10 Weather: close.

Wales: 5.35-6.00 pm Wales Today. 6.35-7.00 Bowls: Championship of Wales. 7.00-7.30 Today's Sport. 8.40-9.00 Inside Today. 9.35-10.00 Today's Sport.

## BBC-2

6.30-7.20 am Open University. 9.00 Pages from Ceefax. 10.00 Daytime on Two: You and Me. 10.15 Maths at Work. 10.40 Mindstretchers: Problems. 10.45 Pages from Ceefax. 11.00 Words and Pictures. 11.17 A-Level Statistics. 11.30 A-Level English. 12.50 Realidades de Espana. 12.30 Pages from Ceefax. 1.30 One World. 2.00 Watch. 2.15 Subtitle Slot. 2.40 Zig Zag. Ceefax subtitles. 3.00 Pages from Ceefax.

3.50 CRICKET. Further coverage (see also BBC-1, 10.55; 1.55) of one of today's matches in the Benson and Hedges Cup quarter-finals.

7.30 NEWS with subtitles: weather.

7.35 MAKE 'EM LAUGH. Mark Curry presents another repeated compilation of clips from vintage screen comedies, on a watery theme.

7.55 THE UNQUIET SPIRIT: The Life and Work of Edgar Degas. Another showing, to coincide with the current exhibition at the Hayward Gallery of Degas' work as print-maker, of a film exploring the many techniques deployed by the artist who also sculpted, took photographs and wrote poetry in his task of recording "modern life". Written and narrated by the Times' former art critic David Thompson, it explores the many facets of Degas' artistic creativity and the particular themes — the race course, the ballet, and cafe society — which informed his work.



Jim Holt (Larwood), Hugo Weaving (Jardine): Bodyline

9.00 BODYLINE. 3. Third instalment of the Aussie-made drama charting the events behind the greatest sporting controversy of the century, with Hugo Weaving as the ruthless England captain Jardine, now (November, 1932) about to sue his fellow gentleman players with his fiendish and ungentlemanly plan to curb the batting might of Bradman (Gary Sweet).

10.30 NEWSNIGHT. Including China's Sandhurst, the first in a series of reports resulting from a Newsnight team's month-long mission to the far east. Tonight, John Tusk looks at the training of the new officer elite — bags of drill and spit and polish. 11.55 Weather. 11.59 Interval. 12.30 Open University. 12.35 Close.

Wales: 5.35-6.00 pm Wales Today. 6.35-7.00 Bowls: Championship of Wales. 7.00-7.30 Today's Sport. 8.40-9.00 Inside Today. 9.35-10.00 Today's Sport.

## ITV London

6.15 am Good Morning Britain. 9.25 News Headlines followed by Schools: Gather Round. 9.47 Finding Out. 10.4 Living and Growing. 10.21 The English Programme. 10.48 The Land. 11.10 Stop, Look, Listen. 11.22 Picture Box. 11.40 History Around You. 11.55 Cartoon. 12.00 Tales from Fat Tulip's Garden. 12.10 Our Backyard. 12.30 Talking Personally. 1.00 News. 1.20 Thames News. 1.30 A Country Practice. 2.25 On the Market. 2.50 Derby Day. 4.0 Tales from Fat Tulip's Garden. 4.15 Crystal Tipps and Alistair. 4.20 Fraggie Rock. 4.50 Razzmatazz. 5.15 Connections.

5.45 NEWS: weather.

6.00 THAMES NEWS.

6.25 HELPI! with Viv Taylor Gee.

6.35 CROSSROADS.

7.00 ARTHUR C. CLARKE'S WORLD OF STRANGE POWERS: An Element of The Divine. Forked twig in hand, our pundit on the paranormal probes the mysterious art of dowsing — for oil, metal or antiquities as well as water. And for once there does seem to be concrete proof that the ability exists to shape, for a start, of the SAOR eye business together. Fan of late-night comedy review will recognise Siobhan Redmond, late of Alfreton, as his new sidekick; old colleagues Mark McManus and Dennis Blanch are back too. Oracle subtitles.

7.30 CORONATION STREET. Oracle subtitles.

8.00 JIM DAVIDSON'S SPECIAL. The Cockney comic drops in — by parachute — along with sport and showbiz mates from Jim Bowen to Jimmy Greaves, Rick Wakeman to Roland Rat, for a one-off session of comedy and music.

9.00 BULMAN: Winds of Change. Granada's quirky detective of gloves, carrier bag and classical quotations returns to placate Strangers fans miffed at the 1982 demise of the cult series. As played again by Don Henderson he's now out of the Force and looking for a quiet life repairing clocks — not that he has much time to get started, with the daughter of his former CID colleague turning up to suggest that they go into the business together. Fans of late-night comedy review will recognise Siobhan Redmond, late of Alfreton, as his new sidekick; old colleagues Mark McManus and Dennis Blanch are back too. Oracle subtitles.

10.00 NEWS AT TEN: weather.

10.30 THE CHOIRBOYS. Charles Durning, Perry King, Louis Gossett Jr lead Robert Aldrich's crude and coarse movie about the jolly exploits of a bunch of maverick LA cops with unusual ways of whiling away the night shift. Made in 1977.

12.45 NIGHT THOUGHTS with Dr Sheila Cassidy. Closedown.

## Channel 4

1.30 pm Derby Day 1985. 4.45 Television Scrabble. 5.15 World of Animation. 5.30 Farming on Four.

6.00 WALES: LANDSCAPE AND LEGEND: The Meeting of Rivers. More legends and poetry spanning ten centuries and linked by the theme of water this week, set against the magnificent scenery of the Principality.

6.30 THE HERITAGE GAME. John Julius Norwich, resident expert Derek Shrub and antique-loving guest Rodney Bewes take the collectors' quiz back to Brympton D'Evercy in Somerset.

7.00 CHANNEL FOUR NEWS. 7.50 Comment by Labour MP Barry Jones.

8.00 LOSING TRACK. Nationalisation. The railway history looks at the new lease of life promised to the war-stretched railways with the establishment in 1948 of the British Transport Commission — and the reality, with lack of hoped-for funds bringing the network near to breaking-point.

8.30 DIVERSE REPORTS. The environmental lobby comes under attack on World Environment Day — from Christine Chapman, who singles out for complaint the sacred cow concept of the green belts. Are they, she asks, really protecting the countryside — or just the property values of the rich?

9.00 ABOUT TIME: Time And A Half. More thoughts on time and our lives, this week from Leeds train drivers, Sheffield steelworkers and London nurses. Why do we waste watches to retiring railworkers just freed from the pressures of clockwatching? When is free time no such thing? How do changing patterns of work shifts affect domestic life?

10.00 LOU GRANT: Barrio. Another visit to the Trib's newroom, as the vintage drama continues.

Noam Chomsky: Voices

11.00 VOICES: The New Cold War. Is it a result of irreconcilable differences between two ideologies — or is the real issue the markets and resources of the Third World? Taking part in tonight's latest discussion on our post-war world are the American linguist and political activist Noam Chomsky, and British writer on international affairs Fred Halliday. 11.55 Close.

1.00 News. 5.30 The Addams Family. 6.00 Brookside. 6.30 Fantomas. 7.00 Newyddion. 7.30 Chwarae. 8.00 Calendar. 8.30 Y Byd ar Yn. 8.55 Y Byd ar Yn. 9.00 Calendar. 9.30 Y Byd ar Yn. 10.00 Calendar. 10.30 Y Byd ar Yn. 11.00 Calendar. 11.30 Y Byd ar Yn. 12.00 Calendar. 12.30 Y Byd ar Yn. 1.00 News. 1.30 Y Byd ar Yn. 1.55 Y Byd ar Yn. 2.00 Calendar. 2.30 Y Byd ar Yn. 3.00 Calendar. 3.30 Y Byd ar Yn. 4.00 Calendar. 4.30 Y Byd ar Yn. 5.00 Calendar. 5.30 Y Byd ar Yn. 6.00 Calendar. 6.30 Y Byd ar Yn. 7.00 Calendar. 7.30 Y Byd ar Yn. 8.00 Calendar. 8.30 Y Byd ar Yn. 9.00 Calendar. 9.30 Y Byd ar Yn. 10.00 Calendar. 10.30 Y Byd ar Yn. 11.00 Calendar. 11.30 Y Byd ar Yn. 12.00 Calendar. 12.30 Y Byd ar Yn.

## Radio 1

6.00 Adrian John. 7.00 Mike Read. 9.00 Simon Bates. 10.00 Gary Davies. 10.30 Mark Page. 5.00 Bruno Brookes. 5.30 Janice Long. 6.00-6.15 John Peel.

6.00 Colli Berry. 6.00 Ray Moore. 6.00 Ken Bruce. 10.30 Jimmy Young. 1.55 pm David Jacobs. 2.30 Gloria's Derby Day. 3.00-3.15 David's Ham. 3.15-3.30 John Dunn. 3.30-3.45 VEEF. 3.45-3.55 Syd Lawrence in Concert. 5.00 Listen To The Band. 10.00 The Footy Sags. 11.15 The Houghton Weavers. 10.30 Hubert Gregg. 11.00 Bernard Falk. 1.00-1.15 RHI. 1.15-1.30 Vernon and Maryette Midgley. 3.30-3.45 Space Force.

Radio 2

4.00 Colli Berry. 6.00 Ray Moore. 6.00 Ken Bruce. 10.30 Jimmy Young. 1.55 pm David Jacobs. 2.30 Gloria's Derby Day. 3.00-3.15 David's Ham. 3.15-3.30 John Dunn. 3.30-3.45 VEEF. 3.45-3.55 Syd Lawrence in Concert. 5.00 Listen To The Band. 10.00 The Footy Sags. 11.15 The Houghton Weavers. 10.30 Hubert Gregg. 11.00 Bernard Falk. 1.00-1.15 RHI. 1.15-1.30 Vernon and Maryette Midgley. 3.30-3.45 Space Force.

Radio 3

6.55 Weather. 7.00 News. 7.15 Midweek Choice. 8.00 News. 8.15 The Composer. Schumann. Blumenstuck. (Claudio Arrau, piano). Romances and Ballads (Fischer). Dances. Chopin. (Eugeniu Ionesco). Novelette Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

10.00 Israel Philharmonic Orchestra. Kaminski: Symphonic Overture. (Mehta). Mendelssohn: Symphony No. 5 (Bernstein). Bernstein: Three Dance Episodes. (Orchestra). Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

11.30 Music from Australia and New Zealand. Williams: Overture. Santiago de Espada. Liburn: Suite for Orchestra. Grainger: Suite — In A Nutshell (BBC). Scottish Soloists. (BBC). 12.15 Concert Hall. Brahms: Clarinet Quintet (Fairfield Quartet with Janet Hilton, clarinet).

1.00 News. Theological jazz records from the fifties. 1.30 Matinee Musicale. Sullivan: Overture — Rodgers (RPO). Orchestra (Godfrey). Gershwin: Little Suite (Ann Griffiths, harp). Delius: Intermezzo and Serenade from Hassan (Robert Tear, tenor). Halls (Barbieri). Holst: Japanese Suite (LSO). Boult. Caplet: Divertissement a la Francaise (Ann Griffiths, harp). Lescop act. Jacob: Overture and ballet music from Mamezelle angot (RPO/Trinity).

2.30 Haydn: Trio in C major; Dvorak: Trio in G minor (Raphael Trio). 2.50 Mozart: Violin Concerto in A. K.219 (Shizuka Ishikawa, Dvorak CO/Libor Pesek).

4.00 Choral Evensong from Christ Church, Oxford. 4.55 News. Mainly for Pleasure. 5.00 Choral Voices: Lowman Singers. Lasso: Resonant in laudibus. 5.15 News. 5.30 The Addams Family. 6.00 Brookside. 6.30 Fantomas. 7.00 Newyddion. 7.30 Chwarae. 8.00 Calendar. 8.30 Y Byd ar Yn. 8.55 Y Byd ar Yn. 9.00 Calendar. 9.30 Y Byd ar Yn. 10.00 Calendar. 10.30 Y Byd ar Yn. 11.00 Calendar. 11.30 Y Byd ar Yn. 12.00 Calendar. 12.30 Y Byd ar Yn.

5.55 Shipping Forecast. 6.00 News. 6.15 Midweek Choice. 6.30 News. 6.45 The Composer. Schumann. Blumenstuck. (Claudio Arrau, piano). Romances and Ballads (Fischer). Dances. Chopin. (Eugeniu Ionesco). Novelette Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

10.00 Israel Philharmonic Orchestra. Kaminski: Symphonic Overture. (Mehta). Mendelssohn: Symphony No. 5 (Bernstein). Bernstein: Three Dance Episodes. (Orchestra). Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

11.30 Music from Australia and New Zealand. Williams: Overture. Santiago de Espada. Liburn: Suite for Orchestra. Grainger: Suite — In A Nutshell (BBC). Scottish Soloists. (BBC). 12.15 Concert Hall. Brahms: Clarinet Quintet (Fairfield Quartet with Janet Hilton, clarinet).

1.00 News. Theological jazz records from the fifties. 1.30 Matinee Musicale. Sullivan: Overture — Rodgers (RPO). Orchestra (Godfrey). Gershwin: Little Suite (Ann Griffiths, harp). Delius: Intermezzo and Serenade from Hassan (Robert Tear, tenor). Halls (Barbieri). Holst: Japanese Suite (LSO). Boult. Caplet: Divertissement a la Francaise (Ann Griffiths, harp). Lescop act. Jacob: Overture and ballet music from Mamezelle angot (RPO/Trinity).

2.30 Haydn: Trio in C major; Dvorak: Trio in G minor (Raphael Trio). 2.50 Mozart: Violin Concerto in A. K.219 (Shizuka Ishikawa, Dvorak CO/Libor Pesek).

4.00 Choral Evensong from Christ Church, Oxford. 4.55 News. Mainly for Pleasure. 5.00 Choral Voices: Lowman Singers. Lasso: Resonant in laudibus. 5.15 News. 5.30 The Addams Family. 6.00 Brookside. 6.30 Fantomas. 7.00 Newyddion. 7.30 Chwarae. 8.00 Calendar. 8.30 Y Byd ar Yn. 8.55 Y Byd ar Yn. 9.00 Calendar. 9.30 Y Byd ar Yn. 10.00 Calendar. 10.30 Y Byd ar Yn. 11.00 Calendar. 11.30 Y Byd ar Yn. 12.00 Calendar. 12.30 Y Byd ar Yn.

5.55 Shipping Forecast. 6.00 News. 6.15 Midweek Choice. 6.30 News. 6.45 The Composer. Schumann. Blumenstuck. (Claudio Arrau, piano). Romances and Ballads (Fischer). Dances. Chopin. (Eugeniu Ionesco). Novelette Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

10.00 Israel Philharmonic Orchestra. Kaminski: Symphonic Overture. (Mehta). Mendelssohn: Symphony No. 5 (Bernstein). Bernstein: Three Dance Episodes. (Orchestra). Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

11.30 Music from Australia and New Zealand. Williams: Overture. Santiago de Espada. Liburn: Suite for Orchestra. Grainger: Suite — In A Nutshell (BBC). Scottish Soloists. (BBC). 12.15 Concert Hall. Brahms: Clarinet Quintet (Fairfield Quartet with Janet Hilton, clarinet).

1.00 News. Theological jazz records from the fifties. 1.30 Matinee Musicale. Sullivan: Overture — Rodgers (RPO). Orchestra (Godfrey). Gershwin: Little Suite (Ann Griffiths, harp). Delius: Intermezzo and Serenade from Hassan (Robert Tear, tenor). Halls (Barbieri). Holst: Japanese Suite (LSO). Boult. Caplet: Divertissement a la Francaise (Ann Griffiths, harp). Lescop act. Jacob: Overture and ballet music from Mamezelle angot (RPO/Trinity).

2.30 Haydn: Trio in C major; Dvorak: Trio in G minor (Raphael Trio). 2.50 Mozart: Violin Concerto in A. K.219 (Shizuka Ishikawa, Dvorak CO/Libor Pesek).

4.00 Choral Evensong from Christ Church, Oxford. 4.55 News. Mainly for Pleasure. 5.00 Choral Voices: Lowman Singers. Lasso: Resonant in laudibus. 5.15 News. 5.30 The Addams Family. 6.00 Brookside. 6.30 Fantomas. 7.00 Newyddion. 7.30 Chwarae. 8.00 Calendar. 8.30 Y Byd ar Yn. 8.55 Y Byd ar Yn. 9.00 Calendar. 9.30 Y Byd ar Yn. 10.00 Calendar. 10.30 Y Byd ar Yn. 11.00 Calendar. 11.30 Y Byd ar Yn. 12.00 Calendar. 12.30 Y Byd ar Yn.

5.55 Shipping Forecast. 6.00 News. 6.15 Midweek Choice. 6.30 News. 6.45 The Composer. Schumann. Blumenstuck. (Claudio Arrau, piano). Romances and Ballads (Fischer). Dances. Chopin. (Eugeniu Ionesco). Novelette Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

10.00 Israel Philharmonic Orchestra. Kaminski: Symphonic Overture. (Mehta). Mendelssohn: Symphony No. 5 (Bernstein). Bernstein: Three Dance Episodes. (Orchestra). Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

11.30 Music from Australia and New Zealand. Williams: Overture. Santiago de Espada. Liburn: Suite for Orchestra. Grainger: Suite — In A Nutshell (BBC). Scottish Soloists. (BBC). 12.15 Concert Hall. Brahms: Clarinet Quintet (Fairfield Quartet with Janet Hilton, clarinet).

1.00 News. Theological jazz records from the fifties. 1.30 Matinee Musicale. Sullivan: Overture — Rodgers (RPO). Orchestra (Godfrey). Gershwin: Little Suite (Ann Griffiths, harp). Delius: Intermezzo and Serenade from Hassan (Robert Tear, tenor). Halls (Barbieri). Holst: Japanese Suite (LSO). Boult. Caplet: Divertissement a la Francaise (Ann Griffiths, harp). Lescop act. Jacob: Overture and ballet music from Mamezelle angot (RPO/Trinity).

2.30 Haydn: Trio in C major; Dvorak: Trio in G minor (Raphael Trio). 2.50 Mozart: Violin Concerto in A. K.219 (Shizuka Ishikawa, Dvorak CO/Libor Pesek).

4.00 Choral Evensong from Christ Church, Oxford. 4.55 News. Mainly for Pleasure. 5.00 Choral Voices: Lowman Singers. Lasso: Resonant in laudibus. 5.15 News. 5.30 The Addams Family. 6.00 Brookside. 6.30 Fantomas. 7.00 Newyddion. 7.30 Chwarae. 8.00 Calendar. 8.30 Y Byd ar Yn. 8.55 Y Byd ar Yn. 9.00 Calendar. 9.30 Y Byd ar Yn. 10.00 Calendar. 10.30 Y Byd ar Yn. 11.00 Calendar. 11.30 Y Byd ar Yn. 12.00 Calendar. 12.30 Y Byd ar Yn.

5.55 Shipping Forecast. 6.00 News. 6.15 Midweek Choice. 6.30 News. 6.45 The Composer. Schumann. Blumenstuck. (Claudio Arrau, piano). Romances and Ballads (Fischer). Dances. Chopin. (Eugeniu Ionesco). Novelette Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

## Radio 4

6.00 Adrian John. 7.00 Mike Read. 9.00 Simon Bates. 10.00 Gary Davies. 10.30 Mark Page. 5.00 Bruno Brookes. 5.30 Janice Long. 6.00-6.15 John Peel.

6.00 Colli Berry. 6.00 Ray Moore. 6.00 Ken Bruce. 10.30 Jimmy Young. 1.55 pm David Jacobs. 2.30 Gloria's Derby Day. 3.00-3.15 David's Ham. 3.15-3.30 John Dunn. 3.30-3.45 VEEF. 3.45-3.55 Syd Lawrence in Concert. 5.00 Listen To The Band. 10.00 The Footy Sags. 11.15 The Houghton Weavers. 10.30 Hubert Gregg. 11.00 Bernard Falk. 1.00-1.15 RHI. 1.15-1.30 Vernon and Maryette Midgley. 3.30-3.45 Space Force.

Radio 2

4.00 Colli Berry. 6.00 Ray Moore. 6.00 Ken Bruce. 10.30 Jimmy Young. 1.55 pm David Jacobs. 2.30 Gloria's Derby Day. 3.00-3.15 David's Ham. 3.15-3.30 John Dunn. 3.30-3.45 VEEF. 3.45-3.55 Syd Lawrence in Concert. 5.00 Listen To The Band. 10.00 The Footy Sags. 11.15 The Houghton Weavers. 10.30 Hubert Gregg. 11.00 Bernard Falk. 1.00-1.15 RHI. 1.15-1.30 Vernon and Maryette Midgley. 3.30-3.45 Space Force.

Radio 3

6.55 Weather. 7.00 News. 7.15 Midweek Choice. 8.00 News. 8.15 The Composer. Schumann. Blumenstuck. (Claudio Arrau, piano). Romances and Ballads (Fischer). Dances. Chopin. (Eugeniu Ionesco). Novelette Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

10.00 Israel Philharmonic Orchestra. Kaminski: Symphonic Overture. (Mehta). Mendelssohn: Symphony No. 5 (Bernstein). Bernstein: Three Dance Episodes. (Orchestra). Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

11.30 Music from Australia and New Zealand. Williams: Overture. Santiago de Espada. Liburn: Suite for Orchestra. Grainger: Suite — In A Nutshell (BBC). Scottish Soloists. (BBC). 12.15 Concert Hall. Brahms: Clarinet Quintet (Fairfield Quartet with Janet Hilton, clarinet).

1.00 News. Theological jazz records from the fifties. 1.30 Matinee Musicale. Sullivan: Overture — Rodgers (RPO). Orchestra (Godfrey). Gershwin: Little Suite (Ann Griffiths, harp). Delius: Intermezzo and Serenade from Hassan (Robert Tear, tenor). Halls (Barbieri). Holst: Japanese Suite (LSO). Boult. Caplet: Divertissement a la Francaise (Ann Griffiths, harp). Lescop act. Jacob: Overture and ballet music from Mamezelle angot (RPO/Trinity).

2.30 Haydn: Trio in C major; Dvorak: Trio in G minor (Raphael Trio). 2.50 Mozart: Violin Concerto in A. K.219 (Shizuka Ishikawa, Dvorak CO/Libor Pesek).

4.00 Choral Evensong from Christ Church, Oxford. 4.55 News. Mainly for Pleasure. 5.00 Choral Voices: Lowman Singers. Lasso: Resonant in laudibus. 5.15 News. 5.30 The Addams Family. 6.00 Brookside. 6.30 Fantomas. 7.00 Newyddion. 7.30 Chwarae. 8.00 Calendar. 8.30 Y Byd ar Yn. 8.55 Y Byd ar Yn. 9.00 Calendar. 9.30 Y Byd ar Yn. 10.00 Calendar. 10.30 Y Byd ar Yn. 11.00 Calendar. 11.30 Y Byd ar Yn. 12.00 Calendar. 12.30 Y Byd ar Yn.

5.55 Shipping Forecast. 6.00 News. 6.15 Midweek Choice. 6.30 News. 6.45 The Composer. Schumann. Blumenstuck. (Claudio Arrau, piano). Romances and Ballads (Fischer). Dances. Chopin. (Eugeniu Ionesco). Novelette Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

10.00 Israel Philharmonic Orchestra. Kaminski: Symphonic Overture. (Mehta). Mendelssohn: Symphony No. 5 (Bernstein). Bernstein: Three Dance Episodes. (Orchestra). Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

11.30 Music from Australia and New Zealand. Williams: Overture. Santiago de Espada. Liburn: Suite for Orchestra. Grainger: Suite — In A Nutshell (BBC). Scottish Soloists. (BBC). 12.15 Concert Hall. Brahms: Clarinet Quintet (Fairfield Quartet with Janet Hilton, clarinet).

1.00 News. Theological jazz records from the fifties. 1.30 Matinee Musicale. Sullivan: Overture — Rodgers (RPO). Orchestra (Godfrey). Gershwin: Little Suite (Ann Griffiths, harp). Delius: Intermezzo and Serenade from Hassan (Robert Tear, tenor). Halls (Barbieri). Holst: Japanese Suite (LSO). Boult. Caplet: Divertissement a la Francaise (Ann Griffiths, harp). Lescop act. Jacob: Overture and ballet music from Mamezelle angot (RPO/Trinity).

2.30 Haydn: Trio in C major; Dvorak: Trio in G minor (Raphael Trio). 2.50 Mozart: Violin Concerto in A. K.219 (Shizuka Ishikawa, Dvorak CO/Libor Pesek).

4.00 Choral Evensong from Christ Church, Oxford. 4.55 News. Mainly for Pleasure. 5.00 Choral Voices: Lowman Singers. Lasso: Resonant in laudibus. 5.15 News. 5.30 The Addams Family. 6.00 Brookside. 6.30 Fantomas. 7.00 Newyddion. 7.30 Chwarae. 8.00 Calendar. 8.30 Y Byd ar Yn. 8.55 Y Byd ar Yn. 9.00 Calendar. 9.30 Y Byd ar Yn. 10.00 Calendar. 10.30 Y Byd ar Yn. 11.00 Calendar. 11.30 Y Byd ar Yn. 12.00 Calendar. 12.30 Y Byd ar Yn.

5.55 Shipping Forecast. 6.00 News. 6.15 Midweek Choice. 6.30 News. 6.45 The Composer. Schumann. Blumenstuck. (Claudio Arrau, piano). Romances and Ballads (Fischer). Dances. Chopin. (Eugeniu Ionesco). Novelette Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

10.00 Israel Philharmonic Orchestra. Kaminski: Symphonic Overture. (Mehta). Mendelssohn: Symphony No. 5 (Bernstein). Bernstein: Three Dance Episodes. (Orchestra). Op. 21 Nos. 7 & 4 (Peter Frankl, Dina Ciani). Lieders. Op. 24 (Peter Schreier, Norman Shetler).

11.30 Music from Australia and New Zealand. Williams: Overture. Santiago de Espada. Liburn: Suite for Orchestra. Grainger: Suite — In A Nutshell (BBC). Scottish Soloists. (BBC). 12.15 Concert Hall. Brahms: Clarinet Quintet (Fairfield Quartet with Janet Hilton, clarinet).

1.00 News. Theological jazz records from the fifties. 1.30 Matinee Musicale. Sullivan: Overture — Rodgers (RPO). Orchestra (Godfrey). Gershwin: Little Suite (Ann Griffiths, harp).







# PM seeks change in public spending talks

By John Carvel and James Naughtie

The Cabinet will be summoned to an unusual weekend meeting at Chequers later this month for a "brainstorming" session on the future of public spending before the start of this year's Whitehall negotiations on expenditure.

Mrs Thatcher is apparently anxious to open up a debate about long-term spending priorities in an atmosphere unencumbered by narrow departmental disputes which accompany the annual spending review negotiations in the public expenditure review.

This year the negotiations are expected to be particularly difficult for ministers because of the pressure of public se-

ctor pay demands, the modest forecasts for economic growth, and the political pressure in Conservative ranks for a relaxation of spending targets in the hope of easing the problem of unemployment.

The Chequers meeting, expected to be on the last weekend of this month, is to feature a two-hour presentation about future trends in public spending, including the costly problem of Britain's ageing population.

One senior minister said ruefully last night in a reference to Mr Norman Fowler's Cabinet presentation of his social security review, "It will probably be another slide show."

One reason for the meeting, which will precede the tradi-

tional Cabinet session in July to agree an overall public spending target for next year, is the unhappiness among senior members of the Cabinet about the existing procedure.

After the Cabinet agrees a spending total the Treasury chief secretary engages in bilateral negotiations with individual departments in an attempt to whittle down their bids. Remaining disagreements are sent to the so-called Star Chamber, chaired in recent years by Lord Whitelaw. Mrs Thatcher's favoured diplomatic emissary on Whitehall spending disputes.

Critics of the system argue that it gives the Cabinet little opportunity to make broad policy decisions about where

future spending priorities should lie. Lord Whitelaw and Mr John Biffen, Leader of the Commons, are among those who have complained that the outcome is largely dictated by what departments are spending already, with little thought given to the overall picture.

One argument in Whitehall is that the Prime Minister's wish for more radical spending decisions is frustrated by the Star Chamber because of its bias towards the status quo — and it appears that this is one of the reasons for the decision to mount a special Chequers meeting.

However, ministers who are sceptical about Mrs Thatcher's enthusiasm for continued strict spending controls will be

highly suspicious of any attempt to give greater scope for Mrs Thatcher and Mr Nigel Lawson, the Chancellor, to wield the butcher's knife.

A complicating factor this year is the uncertain future of Mr Peter Rees, Treasury chief secretary, who is widely expected to leave the stage in the Cabinet reshuffle, whenever that comes. One argument being used by those urging Mrs Thatcher to advance the traditional September date for a reshuffle is that it would give a new chief secretary time to prepare himself for the bilateral negotiations which Downing Street is aware are going to be even trickier than usual this year.

The difficulty in Cabinet for

the Prime Minister is that there is a group of ministers — by no means composed entirely of those formerly associated with the wets — who believe that public spending could be relaxed to provide funds for public investment on job creation schemes without unacceptable damage to the Government's overall economic strategy.

It seems that Mrs Thatcher is still determined to resist what she refers to as the "siren voices" and therefore the Chequers meeting could be an effort to convince the Cabinet of the necessity of holding down the public spending total because of the importance for the Government of the upward pressure of long-term spending patterns.

## Deal on closure review may end Nacods dispute

By Keith Harper, Labour Editor

A deal covering the closure procedure for Hordern pit, County Durham, could lead to the end of the overtime dispute between the pit deputies' union, Nacods, and the National Coal Board.

The deal will be considered by the Nacods executive today, after which Mr Peter McNulty, the union's general secretary, has promised to make a statement about the future of the dispute. Under the terms of the offer at Hordern the board will halt redundancies and transfers and put the colliery through its review procedure.

Mr McNulty said yesterday after a meeting with NCB officials in London that the union's leadership had considered a proposal from the board which was important. "It means we are back to where we were before the dispute."

Nacods leaders immediately reported the outcome of the talks to area officials. They were told that the Hordern proposal went some way towards meeting the objections of the pit deputies that the unions should always be con-

sulted before a colliery was closed.

At the meeting with the unions yesterday Mr David Archibald, the NCB's North-east area director, explained that there was no justification for keeping Hordern open. It had lost £55 million in the five years before the miners' strike, but he accepted that the pit's future should be considered in consultation with the unions. No more redundancies were being accepted after May 31.

To some Nacods officials this sounded like an acceptance of the status quo, but they pointed out last night that the board had still to be seen to deliver its promises. Although Hordern has 1,200 men on its payroll, about 330 are due to leave by next month under a redundancy plan agreed with the unions earlier in the year. Taken together with the NCB plans announced since the end of the miners' strike, more than 10,000 people will be leaving the industry this year.

The Nacods ban has meant a cut in production of about 90,000 tonnes a week. The ban has varied in effect from area to area. Some men have worked in defiance of their union, but the ban has been strongly supported in the Midlands.

## Ridley to opt for Stansted expansion

By David Simpson, Business Correspondent

A call today by a Conservative backbench committee of Fiscal Studies for the break-up of the British Airports Authority will be immediately overtaken by publication of the Government's long-awaited white paper on airport policy.

The Transport Secretary, Mr Nicholas Ridley, is expected to announce in the Commons this afternoon that the BAA is to be privatised as a single corporation, and to reveal the Government's decision on London's third international airport.

Mr Ridley will disclose the decision to overrule the anti-Stansted lobbyists and push ahead with the development of the Essex site to cope with the expected increase in air traffic in the South-east in the 1990s.

But in the same breath he is expected to bow to the recent reports that the efficiency of the BAA would be greatly improved if the airports under its wing were sold off separately.

The BAA rejected the conclusions of the reports. It said: "A destructive approach could jeopardise trade, tourism, and job prospects."

Instead, it is believed that the Conservatives now favour building up the capacity at Stansted to 15 million passengers a year, compared with the current 500,000, by the middle of the next decade.

The Government is not thought to be offering any compensation of substance to the regional pressure groups which have argued for the expansion of local airports at the expense of London.

Apart from its plans to encourage more airlines to make use of regional airports, the Government appears to have decided that there is a strong case for privatising a number of the airports owned by local authorities, in addition to transferring the BAA to the private sector.

The Bow Group, the left-of-centre Conservative group, and the Institute of Fiscal Studies claim in their respective reports that the efficiency of the BAA would be greatly improved if the airports under its wing were sold off separately.

The BAA rejected the conclusions of the reports. It said: "A destructive approach could jeopardise trade, tourism, and job prospects."

## Shultz enlists European help to save Salt II

Continued from page one

to make a report now to the Congress, explaining whether it is in the US interest to maintain the treaty.

Secondly, the US is due to deploy a new Trident submarine in the early autumn, which would bring US strategic missiles in excess of Salt II limits, unless the navy retires one of its Poseidon submarines.

Mr Schultz is apparently proposing a compromise decision under which the Poseidon submarine would be put into reserve.

He may find in Lisbon that some of the European mem-

bers of NATO consider that such an ambivalent move could cause as much political damage to negotiations with the Soviet Union as outright abrogation.

The British Foreign Secretary, Sir Geoffrey Howe, who is due to lunch with Mr Schultz in Lisbon today, is more likely to agree that fudging is better than no treaty.

## SDLP backs Sinn Fein chairman

By Paul Johnson in Belfast

A nationalist alliance led yesterday to the election of a Sinn Fein member as chairman of Fermanagh district council in Northern Ireland. The 49-year-old farmer, had his candidature supported by the constitutional Social Democratic and Labour Party.

Unionists on the council, who are outnumbered 13 to 10 by the nationalists, were so keen to prevent the Sinn Fein man from getting the top post that they proposed in turn each of the authority's four SDLP councillors.

But each time the member withdrew his name and went on to support Mr Corrigan.

Kindergarten stuff, page 3

Sinn Fein reciprocated by supporting an SDLP man, Mr Jim Lunny, as vice-chairman. After his election, Mr Corrigan said that the party would work for the good of all Irish people.

This is the second time in a week that Sinn Fein, political wing of the IRA, has captured the chairmanship of a Northern Ireland local authority. Mr Seamus Kerr earlier became chairman of Omagh council in County Tyrone.

Last night the Northern Ireland minister responsible for local government, Mr Christopher Patten, said he would visit councils which had Sinn Fein representation, but the ministerial ban on individual contact with the party's members would hold.

At the annual meeting of Magherafelt district council, County Londonderry, yesterday fighting broke out after the election of an SDLP member as chairman and a Sinn Fein councillor as his deputy. One Democratic Unionist councillor was escorted from the chamber by police.

## Thatcher silent on benefits review costing

By James Naughtie, Chief Political Correspondent

The opposition parties yesterday raised the Government for details of Whitehall costings made for the social security reviews, but found Mrs Thatcher in unending mood.

Mr Neil Kinnock, the Labour leader, asked the Prime Minister in the Commons if she was afraid, innumerate or simply mendacious in failing to produce the estimates of the financial effect of the reviews unveiled by Mr Norman Fowler, the Social Services Secretary, on Monday.

Mr Michael Meacher, Labour's social services spokesman, wrote to Mr Fowler last night asking for immediate clarification on Whitehall's costings.

He wrote: "It seems entirely clear that the only reason you do not publish them is that they would be too embarrassing and would not support the deceptively placid tone by which you have tried to reassure an increasingly hostile public."

In the Commons Mrs Thatcher insisted that since even this year's uprating of benefits due in November had not been decided it was hardly time to decide what would happen in two years.

To loud Opposition jeers she said: "We are not prepared yet to put particular figures to particular benefits for very good reasons — because we believe in sound finance."

Mr Kinnock later wrote to Mrs Thatcher arguing that in several cases — including the publication of the Beveridge Report itself in 1949 — governments had published detailed figures illustrating the impact of their proposals.

He said: "Will you therefore give me the estimated figures which you plainly must have had in order to make cabinet decisions on a matter of such importance?"

During the Commons exchanges Mrs Thatcher did allow herself to be drawn on

the proposal that recipients of housing benefits should pay a proportion possibly 20 per cent of rates bills, to say that it might not necessarily apply to those receiving supplementary benefit.

In a TV-am interview Mr Tony Newton, the Social Security Minister, had described the 20 per cent figure as a "minimum".

Liberals, who are forcing the first debate on the reviews when they use their time tomorrow for a debate on the problem of the elderly joined in the attacks on the Government.

Mr David Steel, the party leader, said pensioners would be badly hit by the plan to force benefit claimants to contribute towards rates.

Mr Archy Kirkwood, the Liberal social services spokesman, said Mrs Thatcher would be open to charges of political cowardice in refusing to answer questions on the costing.

The Government believes that Mr Fowler's statement was reasonably successful in that it drew little open Tory criticism — but Ministers are aware that accusations of secrecy over the financial calculations are useful weapons in the hands of the opposition parties.

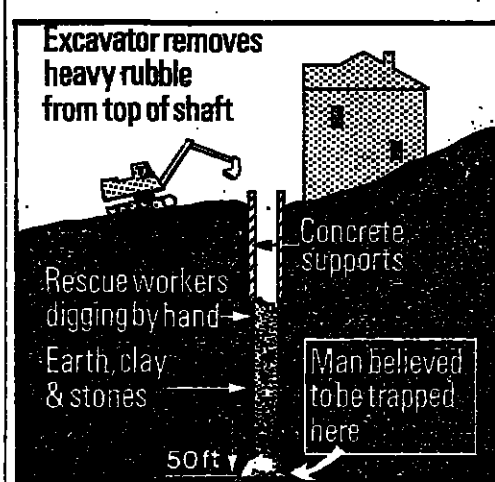
Seumas Milne adds: The Tory Reform Group yesterday accused Mr Fowler of paying only lip service to the principle of social insurance.

Mr Andrew Bowden, the Tory joint chairman of the all-party Parliamentary Group for Pensioners who said he was concerned by the further reduction in housing benefits, joined the Labour chairman, Mr George Foulkes, in calling for a full-day debate on the proposals in the Commons.

In Blackpool, Mr David Bannett, general secretary of the General Municipal and Boilermakers' Union, yesterday described the proposals as the most retrograde step ever taken in this field.

A joint statement issued by 16 pressure groups — including Shelter, Age Concern, Youthaid, the Low Pay Unit and the Child Poverty Action Group — called for the reviews to be "a half-baked mixture of mean-testing, charitable relief, cuts, and juggling with the meagre incomes of the poor."

The Institute of Directors said the reviews had halted the "slide to chaos" of the welfare state, but the green paper lacked clarity. The CBI welcomed the proposals but said it was too early to comment in detail.



FIREMEN use a mechanical digger in the attempt to unearth the building labourer trapped 50 ft down a well in the garden of a home at Ventnor on the Isle of Wight. The graphic shows the proximity of the shaft to the house, increasing the risk of further subsidence. The rescue has continued since Sunday in the hope that the victim, Ramanus Girenas, aged 22, may have escaped falling masonry by taking cover in an air pocket under an overhanging ledge.

## Shamir rejects PLO talks at meeting with Thatcher

Continued from page one

nothing new in Israeli policy, because the Palestinians were "still committed to Israel's destruction."

The upshot must be a disappointment to Mrs Thatcher, who put forward her view that it is now a matter of urgency to make progress on the Middle East, with the King Hussein plan as a basis on which Jordan and the Palestinians could negotiate with Israel without delay.

Mr Shamir also asked yesterday that Britain should end her ban on the sale of arms to Israel, imposed at the time of the invasion of Lebanon three years ago, and on sales of North Sea oil, but Mrs Thatcher gave no promises.

Continued from page one

after their sharp drop on Monday on expectations that the US Federal Reserve will continue to ease monetary policy.

The pound's average value on the Bank of England's sterling index fell 0.8 to 79.7 per cent of its 1975 value, although Monday's level was the highest for a year.

Oil prices edged down further yesterday, with Britain's Brent blend ending the day at around \$26.30-\$21.60 below the last official price set by the British National Oil Corporation.

## Oil fears damage sterling

Continued from page one

In Abu Dhabi, the oil minister of the United Arab Emirates, Dr Mansur al-Dhahbi, reinforced the mood of gloomy realism which has taken hold of Opec by declaring that "the oil situation was never so difficult at any time in the past."

He was speaking on his return from the Opec committee meeting in Saudi Arabia whose decision to call an emergency session of the cartel produced yesterday's market jitters.

## Tories delay election date decision

Continued from page one

mean postponement until September. The Labour candidate, Mr Richard Wiley, aged 40, son of the former Labour Cabinet minister, Mr Fred Wiley, says he is confident that he can reclaim the seat, which was held by Labour from 1945 until Mr Hooson won it in 1978.

At the last election Labour only narrowly beat the Liberal Alliance into third place — Labour had 25 per cent and the Liberal 24.5 per cent. The Liberal candidate, Mr Richard Livsey, aged 50, an agriculture lecturer, who was born in the constituency, will be fighting the seat for the second time.

mean postponement until September.

The Labour candidate, Mr Richard Wiley, aged 40, son of the former Labour Cabinet minister, Mr Fred Wiley, says he is confident that he can reclaim the seat, which was held by Labour from 1945 until Mr Hooson won it in 1978.

## THE WEATHER

### Thundery showers

A TROUGH of low pressure over Scotland and N Ireland will move slowly S while a thundery

### AROUND THE WORLD

Location	Temp	Wind	Cloud	Pressure
London	15	10-15	Partly cloudy	1015
Birmingham	16	10-15	Partly cloudy	1015
Manchester	15	10-15	Partly cloudy	1015
Cardiff	14	10-15	Partly cloudy	1015
Belfast	13	10-15	Partly cloudy	1015
Edinburgh	12	10-15	Partly cloudy	1015
Glasgow	11	10-15	Partly cloudy	1015
Newcastle	14	10-15	Partly cloudy	1015
Sheffield	15	10-15	Partly cloudy	1015
Nottingham	16	10-15	Partly cloudy	1015
Leeds	15	10-15	Partly cloudy	1015
York	16	10-15	Partly cloudy	1015
London	15	10-15	Partly cloudy	1015
Birmingham	16	10-15	Partly cloudy	1015
Manchester	15	10-15	Partly cloudy	1015
Cardiff	14	10-15	Partly cloudy	1015
Belfast	13	10-15	Partly cloudy	1015
Edinburgh	12	10-15	Partly cloudy	1015
Glasgow	11	10-15	Partly cloudy	1015
Newcastle	14	10-15	Partly cloudy	1015
Sheffield	15	10-15	Partly cloudy	1015
Nottingham	16	10-15	Partly cloudy	1015
Leeds	15	10-15	Partly cloudy	1015
York	16	10-15	Partly cloudy	1015

### AROUND BRITAIN

Location	Temp	Wind	Cloud	Pressure
London	15	10-15	Partly cloudy	1015
Birmingham	16	10-15	Partly cloudy	1015
Manchester	15	10-15	Partly cloudy	1015
Cardiff	14	10-15	Partly cloudy	1015
Belfast	13	10-15	Partly cloudy	1015
Edinburgh	12	10-15	Partly cloudy	1015
Glasgow	11	10-15	Partly cloudy	1015
Newcastle	14	10-15	Partly cloudy	1015
Sheffield	15	10-15	Partly cloudy	1015
Nottingham	16	10-15	Partly cloudy	1015
Leeds	15	10-15	Partly cloudy	1015
York	16	10-15	Partly cloudy	1015
London	15	10-15	Partly cloudy	1015
Birmingham	16	10-15	Partly cloudy	1015
Manchester	15	10-15	Partly cloudy	1015
Cardiff	14	10-15	Partly cloudy	1015
Belfast	13	10-15	Partly cloudy	1015
Edinburgh	12	10-15	Partly cloudy	1015
Glasgow	11	10-15	Partly cloudy	1015
Newcastle	14	10-15	Partly cloudy	1015
Sheffield	15	10-15	Partly cloudy	1015
Nottingham	16	10-15	Partly cloudy	1015
Leeds	15	10-15	Partly cloudy	1015
York	16	10-15	Partly cloudy	1015

### WALES

Location	Temp	Wind	Cloud	Pressure
London	15	10-15	Partly cloudy	1015
Birmingham	16	10-15	Partly cloudy	1015
Manchester	15	10-15	Partly cloudy	1015
Cardiff	14	10-15	Partly cloudy	1015
Belfast	13	10-15	Partly cloudy	1015
Edinburgh	12	10-15	Partly cloudy	1015
Glasgow	11	10-15	Partly cloudy	1015
Newcastle	14	10-15	Partly cloudy	1015
Sheffield	15	10-15	Partly cloudy	1015
Nottingham	16	10-15	Partly cloudy	1015
Leeds	15	10-15	Partly cloudy	1015
York	16	10-15	Partly cloudy	1015
London	15	10-15	Partly cloudy	1015
Birmingham	16	10-15	Partly cloudy	1015
Manchester	15	10-15	Partly cloudy	1015
Cardiff	14	10-15	Partly cloudy	1015
Belfast	13	10-15	Partly cloudy	1015
Edinburgh	12	10-15	Partly cloudy	1015
Glasgow	11	10-15	Partly cloudy	1015
Newcastle	14	10-15	Partly cloudy	1015
Sheffield	15	10-15	Partly cloudy	1015
Nottingham	16	10-15	Partly cloudy	1015
Leeds	15	10-15	Partly cloudy	1015
York	16	10-15	Partly cloudy	1015

### SATellite Predictions

Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17.5	11-14	Cloudy	sm
Colony Bay	17.5	11-14	Cloudy	sm
London	17.5	11-14	Cloudy	sm
Cardiff	17.5	11-14	Cloudy	sm
Edinburgh	17.5	11-14	Cloudy	sm
Glasgow	17.5	11-14	Cloudy	sm
Manchester	17.5	11-14	Cloudy	sm
Sheffield	17.5	11-14	Cloudy	sm
Nottingham	17.5	11-14	Cloudy	sm
Leeds	17.5	11-14	Cloudy	sm
York	17			